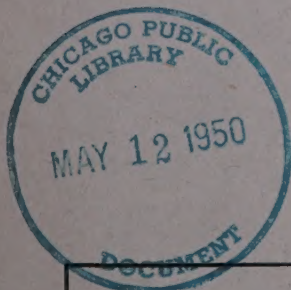


The **LABOUR GAZETTE**

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APRIL, 1950



CANADA

IN THIS ISSUE

Pension Plans in Canadian Industry

International Study of Industrial Relations

Legislative Proposals of Labour Organizations

Unemployment Insurance Act Amended

**Wages and Working Conditions in the Rubber
Products Industry**

THE LABOUR GAZETTE

The Official Journal of the Department of Labour of Canada

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PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

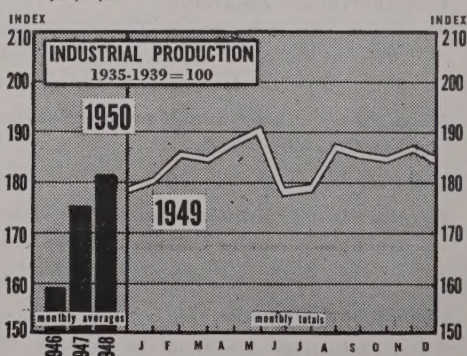
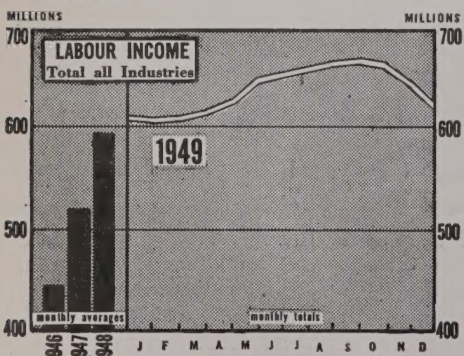
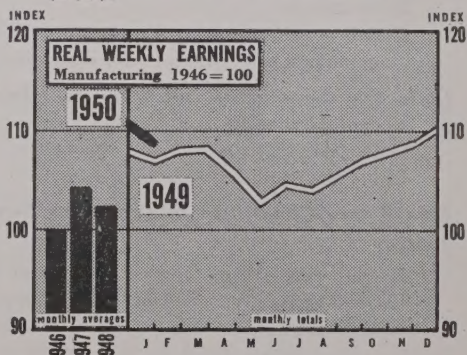
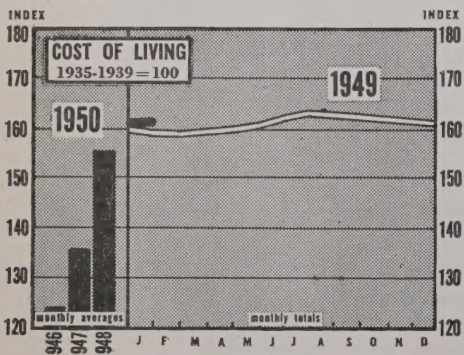
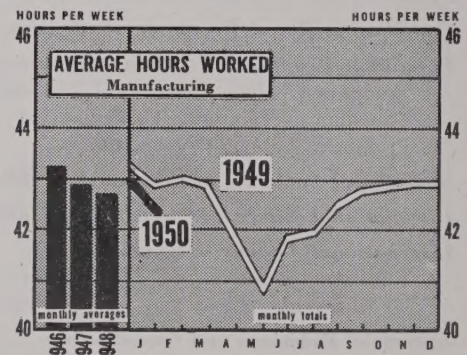
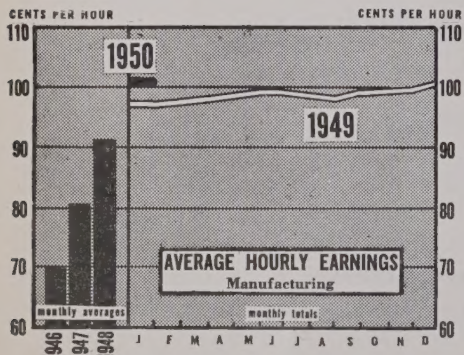
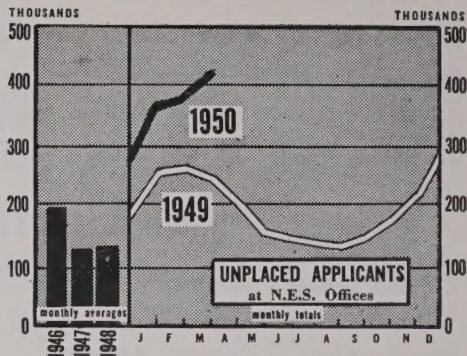
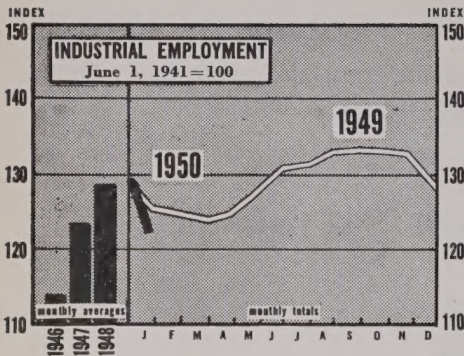
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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CURRENT LABOUR CONDITIONS

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This article summarizes the latest employment and labour information available at April 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

THE NEW program of paying supplementary unemployment insurance benefits during the winter months came into effect this year on February 28. Although it is too early yet to assess the effectiveness of the plan in detail, the response to date indicates that it is meeting much of the need for which it was designed. By the end of March, about 80,000 persons had applied for supplementary benefits: of this number, about 56,500 were persons who had not been registered with National Employment Service Offices when the plan began.

About one-half of the applications for supplementary benefits during March came from persons living in the province of Quebec, and a very large proportion of these claimants were loggers. This is to be expected in view of the fact that the logging industry accounted for much of the unemployment in that province this winter. During March, the completion of hauling in the woods increased the number of loggers looking for work, and jobs in agriculture and other industries will not be available for several weeks. Since unemployment insurance was extended to the logging industry only at the end of February, loggers have not had time to build up sufficient contributions to qualify for regular unemployment insurance benefits. The new program enables them to obtain supplementary benefits this year if they have had at least 90 days work in logging or other insurable employment within the previous twelve months.

Another group which is being assisted by the new program consists of unskilled workers who have exhausted their rights to regular benefits. In Canada, many of these workers move from one seasonal industry to another, finding perhaps several weeks' employment in agriculture at the height of the season, and then working for several months in an industry such as construction. By the end of October, construction employment has passed its peak, and layoffs begin. The unskilled men are usually the first to be released; the skilled men are more likely to be retained for finishing work inside the buildings.

In the war and early post-war years, a good many of these unskilled seasonal workers were re-employed during the winter months in other industries where the labour shortage was acute. This winter, labour demand has been low, particularly for the unskilled worker, and many of them have found it difficult to obtain jobs. Many of these workers would have exhausted their benefit rights by the end of February, with a month or so to wait before active spring hiring begins in agriculture, construction and transportation. These are the industries which provide most of the job openings for this type of unskilled worker.

The casual unskilled worker is not likely to benefit a great deal from the spring increase of employment in manufacturing, under way by

early February, in industries such as those producing agricultural implements, clothing, rubber footwear, and some consumer durable goods.

In many of these plants, employers follow the practice of re-hiring experienced workers laid off during the slack season. Many of them operate under collective agreements which usually require hirings and layoffs to be conducted on the basis of seniority provisions.

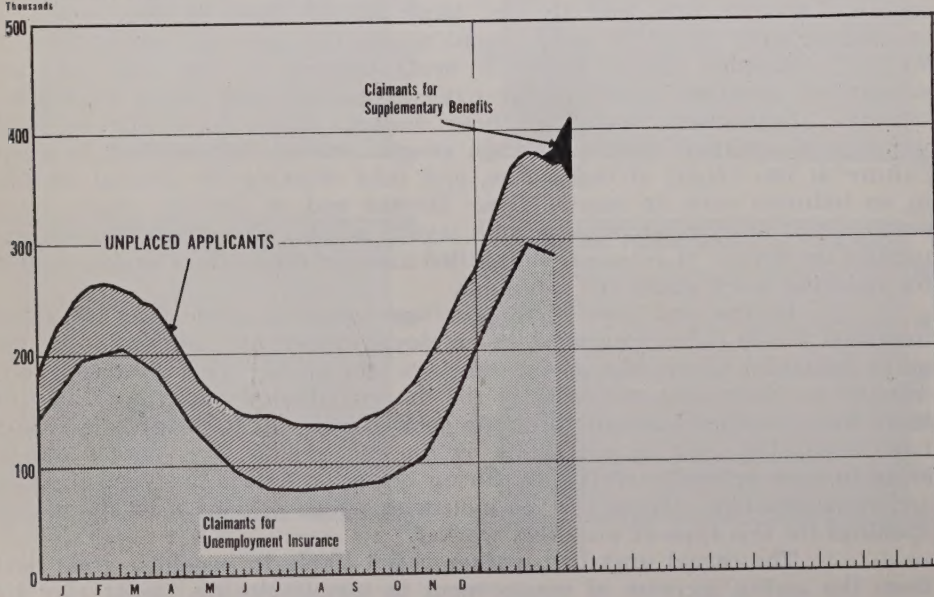
In general, the employment situation improved slightly during March. This improvement is reflected in the number of persons registered with the National Employment Service during the month when allowance is made for additional registrations due to the new supplementary benefit program. Excluding the 56,500 workers claiming supplementary benefits on March 30 who were not registered when the program began on February 28, persons seeking jobs through Employment Service Offices at the end of March numbered 371,700. This was a decline of 1,200 from the comparable figure at March 2. When all claimants for supplementary benefits are included, registrations at the National Employment Service totalled 428,200 on March 30.

This small change over the whole month reflects the fact that March is a transition period between the winter slack season and the rapid spring increase in employment. With the exception of the logging industry, most of the heavy seasonal layoffs are ended. At the same time, spring hiring is not yet underway on a large scale in construction, agriculture and transportation, although advance preparations in these industries have created some job openings. Employment prospects for the next month are excellent, particularly in the construction industry. By the time the supplementary benefit program is terminated on April 15, the seasonal increases in employment should be well under way.

Because of their different economic structure, there is a considerable variation in the employment situation in each of the five regions in Canada at this time of year. In the Pacific region, improved weather, and

(Continued on page 520.)

The chart below illustrates the increase in the number of unplaced applicants registered at Employment Offices following the inception of the supplementary benefits program. (Latest figure is for March 16, 1950.)



CURRENT LABOUR STATISTICS

(Latest available statistics as of April 10, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	Nov. 1	5,200,000	—	+ 2.5 (c)
Persons with jobs (a).....	Nov. 1	5,053,000	—	+ 2.0 (c)
Persons without jobs and seeking work (a).....	Nov. 1	147,000	—	+25.5 (c)
Registered for work, N.E.S. (b)—				
Atlantic Region.....	Mar. 30	74,154*	—	—
Quebec Region.....	Mar. 30	150,587*	—	—
Ontario Region.....	Mar. 30	95,688*	—	—
Prairie Region.....	Mar. 30	57,353*	—	—
Pacific Region.....	Mar. 30	50,434*	—	—
Total, all regions.....	Mar. 30	428,216*	—	—
Ordinary claims for Unemployment Insurance Benefits.....	Feb. 28	286,163	— 3.7	+37.0
Amount of benefit payments.....	Feb.	\$13,605,340	+15.5	+66.8
Index of employment (June, 1941 = 100) (Eight leading industries).....	Feb. 1	122.7	— 3.4	— 2.1
Immigration.....	Feb.	4,959	+33.7	(—38.5) (d)
Industrial Relations—				
Strikes and lockouts—days lost.....	Mar.	25,168	—	(—58.1) (d)
Number of workers involved.....	Mar.	5,670	—	(—20.9) (d)
Number of strikes.....	Mar.	22	—	(+58.6) (d)
Earnings and Income				
Average weekly salaries and wages (Eight leading industries).....	Feb. 1	\$43.90	+ 3.6	+ 2.3
Average hourly earnings (mfg.).....	Feb. 1	\$1.009	— 0.3	+ 3.8
Average hours per week (mfg.).....	Feb. 1	42.3	— 0.7	— 1.4
Average weekly earnings (mfg.).....	Feb. 1	\$42.68	— 1.0	+ 2.4
Cost of living index (av. 1935-39 = 100).....	Mar. 1	163.7	+ 1.3	+ 2.8
Real weekly earnings (mfg. av. 1946 = 100).....	Feb. 1	108.0	— 1.4	+ 0.9
Total labour income.....	Jan.	\$ 620,000,000	— 3.4	+ 2.1
Industrial Production—				
Total (av. 1935-39 = 100) (e).....	Feb.	184.8	+ 0.2	+ 2.7
Manufacturing.....	Feb.	194.1	+ 0.4	+ 1.8
Non-durables.....	Feb.	177.9	+ 1.8	+ 1.5
Durables.....	Feb.	222.1	— 1.6	+ 2.5
Trade—				
Retail trade.....	Feb.	\$511,730,000	+ 2.0	+ 9.0
Exports.....	Feb.	\$199,500,000	— 9.8	— 2.7
Imports.....	Feb.	\$200,200,000	— 5.5	— 2.8

- (a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.
- (b) Some of these "unplaced applicants" registered at the National Employment Service Offices are persons with a job who are seeking other work. On the other hand, there are persons without jobs and seeking work who do not come to the N.E.S. offices.
- (c) These percentages calculated on basis of 1949 figures excluding Newfoundland.
- (d) These percentages compare the cumulative total to date from first of current year with total for same period previous year.
- (e) All industrial production figures are preliminary.
- * These figures include persons not registered with N.E.S. on February 28, and now applying for supplementary benefits, as follows: Canada, 56,500; Atlantic, 10,800; Quebec, 37,000; Ontario, 3,500; Prairies, 3,200; Pacific, 2,000. Percentage changes from previous periods are not given, as the inclusion of claimants for supplementary benefits makes the figures not comparable.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Mines and Resources, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the LABOUR GAZETTE.

NOTES OF CURRENT INTEREST

Joint Committee of Parliament on old age security

On motion of the Hon. Paul Martin, Minister of National Health and Welfare, the House of Commons during March agreed to the appointment of a Joint Committee of both Houses of Parliament on Old Age Security.

The terms of reference of the Committee are:—

to examine and study the operation and effects of existing legislation of the Parliament of Canada and of the several provincial legislatures with respect to old age security; similar legislation in other countries; possible alternative measures of old age security for Canada, with or without a means test for beneficiaries, including plans based on contributory insurance principles; the probable cost thereof and possible methods of providing therefor; the constitutional and financial adjustments, if any, required for the effective operations of such plans and other related matters.

Speaking on his motion, Mr. Martin said that the Committee would represent both Houses and all political parties.

"It will provide an opportunity," he continued, "to representatives of labour, industry, agriculture and social welfare organizations, as well as other interested groups, to make their views known on this vital social question."

Noting that the Committee would study the question of the division of constitutional authority Mr. Martin said: "In this connection I should like to stress again that we must view this problem as one in which we are associated in a close working partnership with ten provincial governments. It is important, therefore, that we should seek the solution of this problem in joint consultation with the provinces, since the jurisdiction for contributory old age insurance is clearly in their hands at the present time, and since the only way that financial responsibility can be properly apportioned is as a result of discussion and agreement with them. This procedure of consultation was begun when we called the provinces together in January of this year to discuss important conditions precedent to the discussion of social welfare matters in the fall." The Minister added that further negotiations would take place later in the year.

Mr. Martin gave a brief outline of the development of Canadian pension legislation and of old age security schemes in

certain other countries. He dwelt on some of the financial implications of the different types of schemes.

In conclusion, he said: "In effect, we will be giving this Committee the opportunity of assessing the alternative plans in Canada which, among others, are at least four.

"First, do we want an extension and improvement of the present system, based on joint Dominion-provincial co-operation, or a means test program, such as Australia has? Undoubtedly, much could be done to improve this.

"Second, do we want an orthodox contributory system as in the United States, limited as to its coverage, and gradual in its approach to full benefit rates?

"Third, do we want a universal superannuation scheme as in New Zealand, gradual in its approach to full benefit rates, gradually designed to eliminate the means test for all the aged, but requiring 30 to 40 years to do so? Do we want to levy a special social security tax to finance the cost of this?

"Fourth, do we want a universal pension scheme, with full benefits to commence immediately at a stated age, as proposed by the Dominion in 1945 in its proposals to the provinces?

"These are but four of the alternatives the committee will want to consider. I submit to you, Mr. Speaker, for the reasons I have stated, this resolution should commend itself to the House."

Conference on handicapped to be held in May

The date for a proposed Dominion-Provincial Conference on the Rehabilitation of Handicapped Persons was announced in the House of Commons recently by the Hon. Paul Martin, Minister of National Health and Welfare.

In reply to a question by Mr. Jean François Pouliot, member for Temiscouata, Mr. Martin said: "The Minister of Labour, acting in collaboration with the Minister of Veterans Affairs and the Minister of National Health and Welfare, has issued invitations to provincial authorities to send representatives to a conference on the rehabilitation of handicapped persons. The date has been fixed as May 25. This conference of course will be of an exploratory nature, and will be held on the technical level. It is expected that representatives of some voluntary organizations will be present. The discussions will cover the entire field of rehabilitation."

Labour bills introduced in Alberta and Ontario Late in February important bills to amend existing labour laws were introduced in the Legislatures of Alberta and Ontario.

The Ontario bill is intended to replace the Labour Relations Act of 1948. It provides for changes in certification and conciliation procedure.

Changes in labour relations legislation are also proposed in the bill to amend the Alberta Labour Act of 1947, as well as modifications of other sections of the Act dealing with holidays with pay and child labour.

More detailed summaries of both bills appear on page 528 of this issue; and the legislation as finally enacted will be summarized in the *LABOUR GAZETTE* in due course.

Changes in conditions of prevailing rate employees

Hon. Humphrey Mitchell, Minister of Labour, announced in February that some changes had been made in the new Government policy concerning prevailing rate employees which was announced last September.

In the policy announced last September, the Government had provided for prevailing rate employees, a uniform plan of annual vacations with pay, and pay for statutory holidays not worked that was reasonably in accord so far as possible with the practice of the better private employers (*L.G.*, Dec., 1949, p. 1571). The changes provide for a broadening of this policy to include casual employees—prevailing rate employees of short term employment.

Although the changes do not provide for sick leave, the amended regulations grant recognition to sick leave credits accumulated prior to April 1, 1949, under former regulations. Such former regulations were, in many cases, departmental in nature and did not provide uniformity throughout the service.

Prevailing rate employees who do not complete six months of service will not be entitled to vacations with pay, but will be entitled to a gratuity in lieu of vacation. This gratuity is to be composed of two per cent of normal pay plus pay for vacation credits accrued for work done in the specified holidays.

Administration of federal compensation legislation

Administration of two Acts of Parliament has recently been transferred from the Department of Transport to the Department of Labour.

The first of these Acts, the Government Employees' Compensation Act, provides

for compensation, including medical and hospital expenses and other benefits and allowances provided by the Workmen's Compensation Acts of the provinces, to be paid to employees in the service of His Majesty.

The Merchant Seamen Compensation Act provides medical and hospital expenses and other benefits to be paid for partial or permanent disability to seamen employed or engaged on a ship registered in Canada. Compensation is also provided under the Act to dependents where death of a seaman results from an injury in line of duty. The Act applies to accidents happening within or without Canada.

Collective agreements reached in asbestos industry

Summaries of three collective agreements in the asbestos industry are given on pp. 511-12 of this issue. The 1950 contracts cover workers employed by the Asbestos Corporation,

Limited, the Canadian Johns-Manville Co., Limited, both of Asbestos, and the Johnson's Company, Limited, Thetford Mines, P.Q.

A prolonged strike of some 4,650 asbestos miners and mill workers in various centres in Quebec commenced on February 14, 1949. The strike was caused by certain issues in connection with renewals of agreements. However, the major demand of the workers was for a general increase of 15 cents per hour (see supplement to this issue, *Strikes and Lockouts in Canada During 1949*).

Following provincial conciliation, work was resumed between June 24 and July 4, 1949, pending reference to provincial arbitration. On December 16, 1949, the majority report of the arbitration board recommended an increase of 10 cents per hour retroactive to the first of January, 1949. The workers accepted this award for the year 1949 but no agreements were signed. A dispute arose over wage rates for the 1950 contracts. Further provincial conciliation resulted in the signing of the new agreements for 1950, providing, among other changes, for the payment of a cost-of-living bonus.

Plan to co-ordinate civic and national youth agencies

Special importance was attached to the Annual Meeting of the Ottawa Recreation Association, held in the Chateau Laurier, Ottawa, on February 11, 1950. The agenda of the meeting was drawn up in consultation with officials of the Canadian Welfare Council and of the National

Employment Service and was designed to form a pattern for similar meetings of youth organizations, to be held in other centres across Canada during the winter and early spring.

The purpose of the meetings was to launch a practical program for Canadian youth based on their varied interests and activities, as well as their employment needs and interests at the community level. This plan was a culmination of the recommendations of the Canadian Youth Commission (which was dissolved in 1946) and its continuing organization, the Canadian Committee on Youth Services. The latter includes in its membership representatives of youth organizations in all the provinces, the National Employment Service and the Canadian Welfare Council. (See review of *Youth and Jobs in Canada*, L.G., 1946, p. 9.)

Early in 1950, a booklet entitled *Youth in Your Town* was distributed to the mayors and other civic officials in every principal community in Canada. This booklet was designed to arouse civic interest in the need for co-operative action of all youth agencies and organizations, civic and national, in assessing and seeking solutions for the social and economic problems that confront Canadian youth at the community level.

The afternoon session of the meeting of the Ottawa Recreation Association was devoted to a study of reports presented by youth organizations in 14 local civic centres which have a combined membership of several thousand teen-aged youth. Characteristically, these reports were packed with suggestions for "doing something." Many of the questions raised indicated that the teen-agers were aware of and concerned about national and civic affairs, scarcely less purposefully than were older citizens.

The setting up of a youth guidance and placement council was urged, to include representatives of the city Board of Control, youth organizations, the National Employment Service and high school students. It was suggested that the employment counselling service should be expanded in the schools to the primary level.

In the matter of education it was recommended that the salaries of teachers be increased and that the teaching of civics be expanded in the secondary schools. It was held that the school buildings should serve as centres for community activities as well as for class room instruction.

Turning to civic problems the teen-agers declared that without work and homes, family and home life would break down.

To remedy this, extensive housing and works programs should be developed, it was asserted.

The several reports from the civic centres were analysed and briefs prepared which were formally presented to Mayor Bourque and the Board of Control at the evening session. The Mayor praised the work of the several youth centres in Ottawa and declared that they were a major factor in achieving unity in the city. He drew attention to the fact that the city was caught between a mounting tax rate and the demands of various worthy boards and commissions for more money. He gave assurance, however, that the brief, which he considered "worthy of much older people," would receive careful study and consideration.

High average of production in 1949

During 1949 the monthly average of the Dominion Bureau of Statistics general index of production, based on 1935-39 equals 100, was 184.2, an advance of 1.5 per cent over the 1948 average of 181.5, states the Canadian Statistical Review. The 1948 figure, in turn, was 3.4 per cent above the mark of 175.5 for 1947.

This index fluctuated rather widely during 1949, reaching 190.4 in June, the highest point ever attained under peacetime conditions, and dropping to a low of 178.2 in July when factory closing for holiday purposes resulted in lowered production. From this level the index moved up to 188.5 for September and stood at 186.8 for the closing month of the year.

Canada-UNESCO fellowships

An account of the Canada-UNESCO fellowships project has been told in the January issue of *External Affairs*, the monthly bulletin of the Department of External Affairs.

In 1948 the Canadian Council for Reconstruction through UNESCO allotted the sum of \$182,000 to provide six months of advanced study and travel in Canada for university professors, leaders in the mass media, government administrators, teachers, engineers, scientists and other individuals with responsible positions in countries seriously affected by the war.

Sixty-four fellowships are now offered by the Council to members of fourteen countries: Austria, Belgium, Czechoslovakia, Denmark, Ethiopia, France, Greece, Italy, Luxembourg, the Netherlands, Norway, the Philippines, Poland and British Colonial Territories.

Although entirely financed by the CCRU the Canada-UNESCO fellowships project

is a co-operative effort in which UNESCO carries a substantial part of the responsibility, the article states. The Department for the Exchange of Persons of the United Nations handles the recruitment and preliminary screening of the candidates and all successful Canada-UNESCO fellows are sponsored by UNESCO.

Direction of the Canada-UNESCO fellowship program is the responsibility of a panel of Canadian experts in the educational, scientific and cultural fields in Canada.

The study programs prepared for the fellows embrace such varied fields as education, science, technology, the creative arts, the social sciences, the humanities and mass media. By January, forty-eight fellowships had been awarded and sixteen were still pending. Of the forty-eight two were for study in the creative arts, fourteen in education, eight in mass media, nineteen in science and technology and five in the social sciences and the humanities.

Additional information on educational exchange programs may be obtained from the second volume of *Study Abroad, International Handbook of Fellowships, Scholarships and Educational Exchange*. This book contains 350 pages and is published by the Ryerson Press, Toronto.

Death of former official of Department of Labour

A former Industrial Disputes Inquiry Commissioner and Assistant Director of the Industrial Relations Branch of the Federal Department of Labour, John Slater McCullagh, died at Oshawa, Ontario, on February 13, 1950.

Mr. McCullagh was born in England and came to Canada in 1928. In addition to giving valuable service in conciliation work, he represented the Government of Canada at meetings of the International Labour Organization in Mexico City in 1946 and in Stockholm, Sweden, in 1947. He was the personnel director for an industrial firm at the time of his death.

TUC bans communists as trades council delegates

Action against Communist influence in trades councils has been taken recently by the General Council of the British Trades Union Congress.

The General Council, after a meeting on January 25, announced that trades council delegates who are members of proscribed organizations, among which is the Communist Party, will not in future be eligible for membership of the Trades Councils

Joint Consultative Committee, nor as delegates to attend the annual conference of trades councils.

The General Council's announcement follows several warnings which were issued in the early part of last year (L.G., Jan., 1949, p. 14).

The new ruling will apply to this year's annual conference to be held in Nottingham in May.

Welfare for British workers outside work premises

Welfare facilities which are provided in the United Kingdom to workpeople outside their employment but in relation to it are described in an article in the British *Ministry of Labour Gazette* for August, 1949. The welfare work is carried on by Regional and District Welfare Officers appointed under the Safety, Health and Welfare Department of the Ministry of Labour and National Service.

The main purpose of the plan is to provide satisfactory conditions, especially in regard to accommodation, travel and eating facilities for British workers who are transferred from one area of employment to another through the machinery of the Ministry or with its approval. The scheme arose with the arrangements for regulating labour in wartime, when it became necessary for the Ministry to take special steps with regard to the welfare of persons directed to employment away from their homes. However, since the transfer of British workers was continued after the war due to the labour demands of the export and basic industries, the work of the welfare organization was extended. In addition to the British transferred workers, groups of foreign workers including European Volunteer Workers from the Displaced Persons Camps in Europe and members of the Polish Resettlement Corps are benefiting from the plan.

Provision of hostel accommodation for British transferred workers and foreign workers has been the most important work of the welfare organization. In July, 1949, there were 102 hostels providing 37,000 places for industrial workers. These hostels are operated by a non-profit-making body, the National Service Hostels' Corporation Limited which is subsidized by the Government.

Accommodation is normally provided on a "single" basis only, but in some cases special provision has been made for married couples, both at work, to live together at a hostel. The standard cost is 35 shillings a week for men and 30 shillings a week for women including two full meals a day,

lodging, recreational and general welfare facilities. The welfare officials encourage European Volunteer Workers to find private lodgings if at all possible, not only to make more room in the hostels, but because they will thereby have greater opportunities of becoming assimilated into the life of the community. Accommodation for dependants of workers is limited; there are three special hostels in operation for dependants of DP's. In these dependants' hostels, the National Service Hostels' Corporation has undertaken to provide for education, feeding, child supervision, and periodic visits to his family by the worker who may be employed at a distance.

In respect to foreign workers, the Ministry makes itself responsible for sea transport, accommodation at reception hostels, travel allowances, medical examination, registration, the issuance of ration books and, where necessary, essential clothing. It brings to the attention of the proper Government authorities any worker's need for social services, such as hospital treatment. Through co-operation from various voluntary societies, the Ministry has been able to solve many of the personal day-to-day problems of the foreign workers and arrangements have been made to provide religious and educational facilities.

In several cases, the Ministry, through the Regional Welfare Officers, acts in an advisory capacity to other Government departments and local authorities, informing them of the need of child-care facilities in certain local areas for the children of mothers who wish to work and of the need for civic restaurants where employees, unable to go home for the mid-day meal, may eat.

The Ministry is concerned with publicizing the need for a staggering of workers' holidays from June to September. A report of the Catering Wages Commission emphasized the ills which result because nearly all employees choose July or August for holidays—inadequate accommodation, too high prices and lowered standards of service. This concentration of holidays in peak periods places a heavy burden on transport authorities and the catering and holiday industries as a whole. Consequently, Committees have been set up which include representatives of employers' and workers' organizations, local authorities and the road and rail transport industry, to attempt to secure a spreading of holidays by voluntary means. School regulations now permit a child's absence for two weeks in order to accompany his parents on holidays. It is planned that all school examinations should be completed by May of each year. Further, a September week-end

holiday is proposed as a substitute for the August Bank Holiday which encourages many people to take holidays to include the extra day.

Safety in U.K. cotton weaving factories

Rules to promote safety of workers in cotton weaving factories are set out in a reprint of the Cotton Weaving Agreement, 1929, as amended, issued by the

British Ministry of Labour and National Service. As pointed out in the Introduction, the terms of the Agreement do not take the place of legislation. However, they are of great value to occupiers and officials of cotton weaving factories, and particularly to manufacturers of machines for these factories, since they indicate parts of the machinery on which accidents frequently happen and the methods by which such accidents may be guarded against. The Agreement was signed on February 8, 1929, by representatives of the Federation of Master Cotton Spinners' Associations Limited, the Northern Counties Textile Trades' Federation, the Cotton Spinners' and Manufacturers' Association, and the Factory Department of the Home Office which is now the Ministry of Labour and National Service.

The first Cotton Weaving Agreement was signed in 1913 and was considerably revised between 1926 and 1929. Some of the clauses were affected by the Factories Act, 1937, which extended the safety requirements for factories. In addition, the recent meetings of the Joint Advisory Committee of the Cotton Industry, set up by the Chief Factory Inspector in 1944 to report on methods of improving conditions, have resulted in recommendations which go considerably further than the Agreement, particularly in regard to spacing.

By the 1929 amendment, a Joint Standing Committee was formed to meet in April and October of each year with a view to making recommendations concerning any amendment which appeared desirable in the light of accident returns and special inquiries. This Committee consists of five representatives from the Cotton Spinners' and Manufacturers' Association, three representatives of the Federation of Master Cotton Spinners' Associations Limited, eight representatives of the Northern Counties Textile Trades' Federation and four representatives of the Ministry of Labour and National Service. Amendments by the Committee have considerably strengthened the Agreement regarding the fencing of drag rollers of taping machines, the weighting of looms and protection from flying shuttles.

The Joint Standing Committee's report on the weighting of looms is reproduced as an Appendix to the reprint, together with the report of the Subcommittee appointed to look into the number of weight-lifting accidents, particularly to women. The Committee was agreed that heavy weights in the weaving process should be abolished and recommended that a limit of 28 pounds be put on individual weights. Consequently, the pertinent clause in the Agreement was amended as from June, 1948.

The text of the Agreement consists of six main sections which are concerned with fencing and safeguards; cleaning machinery; lifting of heavy weights; lighting of dark passages and stairways; first aid; and the Joint Standing Committee. Particulars of approved guards and diagrams of guards for nips between drag or cloth rollers and measuring rollers of cotton taping machines are included.

"There is no doubt", the Introduction states in regard to the Agreement, "that by this means a substantial improvement in protection has been obtained".

Report of H.M. Chief Inspector of Mines for 1947

In 1947 Great Britain had 1,768 mines at work, including coal, stratified ironstone, shale and fireclay, with a total working force of 728,841.

Accidents occurring in the year totalled 3,064, an increase of 86 over 1946. Of this number, 618 were fatal—75 more than in the previous year. Two-thirds of the fatalities were caused by falls of ground and explosions underground.

The incidence of mining industrial diseases showed an improvement, with a decline in the number of cases of almost eight per cent. The most serious of the diseases, and the one responsible for the biggest wastage of manpower, it is reported, is pneumoconiosis, or fibrosis of the lungs due to airborne dust. In this connection the report observes: "The problem of (i) preventing, suppressing or rendering harmless the dust—and especially airborne dust—in coal mines, and (ii) determining the cause and mechanism of the production and development of pneumoconiosis in coal miners, involving as it does the very life of the coal mining industry and the prosperity of the country by the wastage effect of that disease on manpower and its adverse effect on recruitment, must be considered among the most vital problems awaiting solution. Neither effort nor expense must be spared in an endeavour to solve them."

The Coal Mines (Training) General Regulations, 1945, came into full operation

on January 1, 1947. Under the regulations, all new entrants are required to be given preliminary training. During the year some 35,200 persons received such training. Of these about 6,600 were juveniles and about 6,700 were Polish or other foreign adult workers.

The first attempt in the Inspectorate to provide systematic training to newly appointed inspectors on entry was given effect in the latter part of the year. The scheme extends over six months and provides for (1) a one-week residential course at headquarters to acquaint the new inspector with a proper understanding of his duties and responsibilities, and with the organization and work of the Ministry in general, and, in particular, the Health, Safety and Training Division, and to bring him into immediate personal contact with the heads of the service; (2) a five-month course of training in the field; and (3) a follow-up residential course of two weeks in the provinces—preferably at a university, to review and consolidate the knowledge acquired in the field.

Inspections carried out by H.M. Inspectors of Mines number 31,736, in addition to which 4,921 were made by examiners appointed by the workmen under Section 16 of the Coal Mines Act, 1911, and over 3,000 by full-time examiners of District Safety Boards. Inspections made by workmen's examiners, whether statutory or otherwise, are welcomed, the report states, "for not infrequently they bring to light defects which might otherwise have remained undetected and unremedied and which might well have seriously affected the safety of the mines".

Safety in British building industry

A new code regulating the safety, health and welfare of British workers in building operations, issued by the British Ministry of Labour and National Service pursuant to the Factories Act, 1937 came into effect on October 1, 1948. The previous building regulations of 1926 and 1931 are repealed.

The number of building operations to which the regulations apply has been increased and many thousands of builders are protected for the first time. Coverage of the new safety rules includes the construction, structural alteration, repair or maintenance of a building (including re-pointing, re-decoration and external cleaning), the demolition, preparation and laying of the foundation of a building and the machinery or plant used in such operations.

The former regulations were limited in application to the construction of or addi-

tion to buildings where mechanical, water or steam power were used and to hoisting apparatus outside a building. Until 1937, the Factories Acts restricted regulations for building operations to those sites where mechanical power was used. The 1937 Factories Act, by removing the reference to mechanical power, made it possible to extend the application of these new regulations. During 1947, 60 per cent of fatal accidents and 38 per cent of all accidents on building work reported to the Factory Inspectorate occurred on jobs not covered by the old regulations.

The safety provisions deal with proper scaffolding and means of access, means of raising and lowering with lifting appliances (including cranes), chains, ropes, lifting gear and hoists. Safety precautions which must be taken during excavations and demolition operations have been added. For the first time, regulations now cover the working on, passing over or near, fragile roofing. (The fatality rate in 1948 for asbestos roofs was 1 in 4, the highest rate for any cause of accidents in any premises under the Factories Acts.)

A new health and welfare section provides for first aid, ambulances and ambulance rooms, shelters, accommodation for clothing, and facilities for meals to workers in building operations.

The preparation of the regulations involved discussions with all the main groups interested in or connected with the building industry. The preliminary draft code was published in 1945. As a result of subsequent discussions, a revised draft was issued which was, in turn, discussed by interested groups at a Public Inquiry in December, 1947. The regulations were then issued in final form in accordance with the recommendation of the Commissioner of the Public Inquiry.

It was stated in the preliminary draft regulations that the new rules would be prepared with three things particularly in mind: (1) the International Labour Convention and Recommendations of 1937 relating to safety in the building industry; (2) the accident experience gained from the past, and the change in building construction methods since 1926; (3) the extended scope of the Factories Act of 1937.

Report of British Productivity Team's visit to U.S.A.

of 1949, to study factory administration, organization, layout, methods and operating

conditions. The Team's findings and recommendations are incorporated in a report, entitled *Steel Founding*, published recently by the Council.

Throughout the six weeks' tour the team was "aware of a widespread degree of productivity-consciousness," it is first observed. "Productivity-consciousness is to be found among all grades of employees, from executives to shop-level." The report examines the fundamental causes and states them to be "mainly psychological"—recognition that high productivity is a benefit to all concerned, and "the compulsions of fear and competitiveness, against the background of constant endeavours to attain higher standards of living."

Incentives are in evidence at all levels, it is further observed, "and monetary incentives are truly effective for the double reason that taxation is not so severe as to nullify, or nearly nullify, the extra reward for extra effort, and that consumer goods are in supply to absorb the extra wages earnable by high rate producers."

Productivity in terms of man-hours per ton is "undoubtedly higher" in the United States than it is in Britain, the report states, "by something between 50 and 90 per cent."

The means through which "the causes of high productivity find expression" are analyzed as: (1) Good factory layout and tidiness of working; (2) Use of power and widespread acceptance of machines to replace manpower; (3) Standardization of output; (4) Application of the results of research. Other contributory factors cited are: supply of power as required; quick delivery of machinery, free interchange of ideas and information within the trade; emphasis on safety; and some technical differences.

Since labour is expensive, the best possible use is made of it, it is observed. "Jobs are organized in such a way that men are kept at a steady pace of production throughout the working day, skilled men being serviced by lower grade men. Similarly, skill is taken away from the operators of machines who are required instead to develop deftness."

Discussing the effect on productivity of labour unions, the report states: "There appears to be little tendency to press any policy which would act in restriction of production. Membership is open to all who sell their labour for wages, and the main objects of the unions are to see that their members get a good price for their labour, and work in good conditions and with the maximum security possible in the circumstances of keen competition."

Safety measures are reviewed and the conclusion reached that "in some respects the American foundries are in advance of British, but in others they are behind." Devices employed for the protection of the eyes, and the measures taken to combat silicosis receive special mention, and the adoption of similar safeguards in British foundries is recommended.

The publication of the report is being followed up by visits of team members in Britain to individual steel foundries, and centres where steel founders can meet for personal discussion.

New mental approach necessary to greater production

While new factories, more labour-saving machinery and a greater application of scientific research are vital factors in Britain's campaign for higher productivity, a new mental approach to this problem is gaining increasing attention in that country, according to *Labour and Industry in Britain*. This publication, which is issued by the U.K. Information Office, dealt at length in the June issue of last year with the physical approach to higher industrial production. A complementary article in the December issue discussed the significance of the psychological factor.

The task of educating management and labour to a greater awareness of productivity is being launched on both the national level where it is given expression in general terms and on the local level where it takes specific shape in each factory. On both levels, the educational drive illustrates the close connection between higher productivity and the well-being of the individual and his family.

Through the media of radio, films, cartoons, pamphlets and exhibitions the Government is stressing the point that "there will be more for everybody only when more is produced."

Instances which reflect a changing attitude on the parts of both management and labour are cited in the article. Long-established firms which could manage without adopting new techniques; companies unwilling to share ideas with competitors; trade associations which allegedly helped to keep inefficient firms in business and gave efficient firms undue profits: all these organizations are reported to be making progress towards discarding the outmoded features of their industrial policy in the face of present-day conditions.

Management's growing awareness of the value of technological training is a reflection of its desire to adopt the United States' advanced technical knowledge in

those cases where American experience is relevant to Britain. Invaluable benefits are expected to accrue from the Anglo-American Council on Productivity which is promoting co-operation in this matter between the two countries.

The defensive attitude of labour in the past is also undergoing transformation, the article states. Trade union leaders who have studied American industrial methods are now assisting management with production problems and endeavouring to banish the belief that increased production leads to loss of employment.

The successful application of changes in individual factories requires the development of a team spirit, the article states. Such a feeling of co-operation is usually brought about through the establishment of labour-management committees. These joint committees are only advisory in function and do not discuss wages and conditions of employment. However, they do provide a common ground for discussing of problems and new ideas on production.

Ministry of Labour issues resumé of London dock strikes

The British Ministry of Labour has issued a White Paper, *Review of the British Dock Strikes 1949*, summarizing the activities of the Canadian Seamen's Union and the resulting strikes in British docks during the spring and summer of 1949 (L.G., Sept., 1949, p. 1101).

The pamphlet includes a preface by the Rt. Hon. G. A. Isaacs, Minister of Labour and National Service and appendices carrying reproductions of pamphlets issued by the CSU expounding the case of that union, a chart showing the events of the strikes in chronological order, and other relevant material.

In his preface, Mr. Isaacs points out that as a result of the docking strikes over 400,000 working days were lost, resulting in a severe setback to the British recovery program.

"Yet there was no difference between the British dockers and their employers as to the terms and conditions of their employment. . . . The evidence shows that there was throughout a cold and deliberate plan, and that the unofficial leaders were completely indifferent to the loss and suffering that might result. They had one aim and one aim only—to restore the fortunes of the Communist-dominated Canadian Seamen's Union. In the course of the strikes they engaged in misrepresentation and violence and it was inevitable that when the trade union leaders in this country, mindful of the interests of their members,

opposed the strikes and tried to bring out the true facts, they were in turn assailed and abused by the Communists in this country who were supporting the strikes.

"There is a lesson to be drawn from this unfortunate experience," Mr. Isaacs continues.

"The men owe it to themselves, their families and their fellow trade unionists to give loyal support to their trade union leaders. Nothing can be more damaging to the trade union movement than a refusal on the part of the men to honour the agreements entered into on their behalf by their trade union and to refuse to use the joint machinery of the industry for the discussion and settlement of any difference they may feel they have with the employers."

Labour unity in U.S.A.

Recent reports appearing in the United States press have pointed to the possibility of further attempts by the American Federation of Labour and the Congress of Industrial Organizations to achieve labour unity.

The two organizations had discussed the problem in 1947 and 1948 (L.G., Aug., 1948, p. 826), but had disagreed on the issue of membership in the World Federation of Trade Unions. The CIO subsequently withdrew from the WFTU, and joined with the AFL in participating in the founding of the International Confederation of Free Trade Unions last year (L.G., Feb., 1950, p. 172).

Press reports of a meeting of the AFL Executive in February indicated that the AFL would explore the possibility of further discussions with the CIO. There have also been developments in regard to co-operation between certain affiliates of the two organizations; in January, for example, a joint AFL-CIO committee was established in New York City under the title United Labour Committee, to co-ordinate the political activities of the two groups in New York.

At its February Executive meeting the AFL also decided to invite the International Association of Machinists (independent) to reaffiliate with the Federation. Commenting on this invitation, Mr. A. J. Hayes, President of the Machinists, expressed the hope that his union would return to the AFL, and also that some day the AFL and CIO would "unite on the economic field as they are co-operating on the political field."

A recent "no-raiding" agreement between the Machinists and the UAW-CIO is described below.

"No-raiding" agreement between Machinists and UAW in U.S.A.

A "no-raiding" agreement was negotiated recently between two of the largest United States labour unions, the International Association of Machinists (independent) and the United Automobile Workers (CIO).

In its preamble the agreement cites the objective of "maximum labour solidarity, organization of the unorganized and the ultimate achievement of a united labour movement."

Its main features are as follows:—

"1. Where one of the named organizations has established a contractual relationship with an employer in the U.S.A., or has been certified as the collective bargaining agency by the National Labour Relations Board, the other organization shall not in any way interfere with this relationship by having its officers, representatives, or members solicit or accept membership applications or authorization cards, or cause or promote campaigns of any nature designed to disturb such relationship.

"2. In any unorganized plants, both organizations are free to conduct organizational campaigns in order to enroll the workers in such unorganized plants within their union and gain recognition as the collective bargaining agency. In the conduct of such organizational campaigns, it is agreed that both organizations will conduct themselves in a manner so as to be able to build up trade union loyalty on the part of these workers, and not seek to gain an organizational advantage by tactics and methods which in the long run are detrimental to the over-all interests of the labour movement.

"3. It is further understood and agreed that the two organizations shall strive to achieve maximum co-operation in the promotion of programs and policies designed to advance the best interests of our members and our nation."

The agreement applies to all plants in the United States except a few which are specifically listed.

It is stated that "in the event of any problem or dispute arising out of this agreement, the top officers of both organizations shall meet for the purpose of working out such problems or dispute in the spirit of this agreement."

The agreement is to "continue indefinitely unless modified or cancelled by at least sixty days' written notice . . . and then only after a conference has been held between the accredited representatives of the two organizations."

**Settlement
of coal
strike
in U.S.A.**

Settlement of an eight-month dispute between the United Mine Workers of America and United States soft coal operators was reached on March 5.

Shortly after the President had requested Congressional legislation to seize the mines, an agreement was reached between John L. Lewis, president of the union, and representatives of the operators. Main features of the contract were an increase in wages and in the payments made by the operators to the miners' welfare fund.

The previous contract had expired on June 30, 1949; and since that time the miners had at various stages worked a three-day week, held a general walkout, returned to work for a limited period, and finally, on February 6, conducted a full-scale "wildcat" strike, taken against the instructions of union leaders.

An 80-day injunction under the Taft-Hartley Act was not obeyed by the miners, in spite of an appeal by Mr. Lewis that they return to work. Subsequent contempt-of-court charges against the union and Mr. Lewis were dismissed for lack of evidence.

On March 3 after the full scale strike had lasted 25 days President Truman proposed to Congress that the Government should take over the mines until a settlement had been agreed upon. In his address the President stated: "The danger to the national health and safety is real and immediate. . . . Neither side has bargained freely and effectively on the essential issues in dispute. . . . During the period of government possession of the mines, the owners should receive fair and just compensation for the use of their property and the miners should receive fair and just compensation for their work. . . . We have arrived at the present impasse because both the operators and the union have failed, month after month, to make the efforts in genuine bargaining which could result in a mutually satisfactory settlement. They have been unwilling or unable to lay aside their charges and counter-charges, moderate their fixed positions and undertake serious negotiation in a spirit of accommodation and mutual understanding. We can hope to work toward real solutions of the unstable relations between labour and management in the coal mines only if we come to grips with the problems which foster instability."

Mr. Truman further proposed setting up a Congressional committee "to determine what kinds of actions and what sorts of policies on the part of government, management and labour, will restore the coal industry to economic health and provide a

stable environment for constructive relationships between the operators and their employees.

"The coal industry is a sick industry. Temporary seizure by the Government, though it may be necessary under present circumstances, cannot produce a cure. I am recommending seizure authority because I believe we now have no alternative. But I urge that it be accompanied by a positive and constructive effort to get at the root of the trouble."

The President's decisive action came only after the manifestation of what he termed a "national emergency". Throughout the course of the strike he had hoped the dispute could be settled between the parties concerned. "The law places the responsibility for settling management-labour disputes on the parties, not the Federal Government. The Government can give them mediation assistance; but in the final analysis the parties themselves must write their own collective bargaining agreement."

Following the President's address to Congress an agreement was reached between the union and the soft coal operators in accordance with the following terms:—

- (1) Increase of basic wage from \$14.05 to \$14.75 a day;
- (2) Operators to pay 30 cents a ton instead of 20 cents a ton into the miners' welfare and retirement fund;
- (3) The union shop to be continued but only "to the extent and in the manner permitted by law";
- (4) The clause saying the miners will work only when "able and willing" to be replaced with one declaring the good faith and "mutual understanding" of the parties;
- (5) The memorial period clause of the previous agreement, which permitted Mr. Lewis to call strikes for any duration to mark mine disasters, changed to allow a maximum of five days a year;
- (6) The contract to end on June 30, 1952, subject to reopening for wage conferences after April 1, 1951;
- (7) Payments withheld from the welfare fund to be repaid by March 15.

The sections of the contract, concerning the welfare fund, were made to apply to all employees of the coal industry rather than being restricted to members of the union as in the former contract.

A similar agreement was signed March 9 between the union and the anthracite coal operators.

At the height of the dispute an estimated 600,000 workers were idle in the

United States as a result of the coal strike, including those indirectly affected, with an additional 200,000 employed only part time. Railway train schedules had been cut by as much as 65 per cent and over 250,000 children were reported to have been kept out of school. "Brownouts" in cities and complete shutdowns in industry dependent on coal were felt across the nation for lack of fuel.

In Canada, the Canadian National Railways announced a 25 per cent cutback in train schedules. Consumers' coal supplies became critical and threatened a possible shutdown in the auto industry. One beneficial feature of the strike was an added, although short, impetus given to production in the Maritime coal industry which up to the time of the shortage in Canada had been working on a part-time basis.

CIO expels four unions as Communist-dominated

The Executive Board of the Congress of Industrial Organizations, meeting in Washington in mid-February, expelled four unions on the grounds that they were Communist-dominated.

The unions concerned are the International Union of Mine, Mill and Smelter Workers; the United Office and Professional Workers of America; the United Public Workers of America; and the Food, Tobacco, Agricultural and Allied Workers Union of America.

The Convention of the CIO had authorized the Executive last November to take action against pro-Communist unions (L.G., Jan., 1950, p. 49). Two unions (the United Electrical, Radio and Machine Workers of America, and the United Farm Equipment and Metal Workers of America) were expelled last November. Charges against six unions are pending. The *CIO News* of February 20 states that one of these unions, the United Furniture Workers of America, is "making an effort to 'clean house.'"

The United Electrical Workers, and the Mine, Mill and Smelter Workers unions have already been expelled by the Canadian Congress of Labour (L.G., Jan., 1950, p. 8; Nov., 1949, p. 1374).

The United Office and Professional Workers of America and the Food, Tobacco, Agricultural and Allied Workers' Union of America have small memberships in Canada, but the Canadian locals are not affiliated with the Canadian Congress of Labour. The United Public Workers of America, the United Farm Equipment and Metal Workers of America and United Furniture Workers of America are not active in Canada.

Further case study into causes of industrial peace

A 15-year record of peaceful labour relations in a plant where management deals separately with seven AFL unions is analyzed by the National Planning Association of Washington, D.C., in a published report made available in February.

The seventh in a series of case studies into the causes of industrial peace under collective bargaining (L.G., June, 1949, p. 703; March, 1950, p. 306) the report deals with the Nashua Gummed and Coated Paper Company, of Nashua, N.H., which has a 15-year record of no strikes or lockouts. The company, it is explained, produces a "diversified line in the highly competitive converted paper products industry," where profits "depend heavily on ability to maintain a high volume of production and sales." Employee productivity is reported as high.

A principal difference between this case study and the earlier studies, it is pointed out, is that more unions are involved. The seven unions, listed in order of size, are:—

Local No. 270, International Brotherhood of Pulp, Sulphite and Paper Mill Workers;

Local No. 33, International Brotherhood of Bookbinders;

Local No. 359, International Printing Pressmen and Assistants' Union of North America;

The Stereotypers' Union of Nashua, New Hampshire, a subsidiary of the International Stereotypers' and Electrotypers' Union of North America;

Local No. 3, International Photo-Engravers' Union of North America;

Local No. 352, International Union of Operating Engineers;

Local No. 14, International Brotherhood of Firemen and Oilers.

Together these unions represent some 700 hourly-rated employees.

Industrial peace, the report says, has been won by good will and hard work by both management and union leadership—local and international. The relationship is based on patience rather than pressure, "day in and day out, not just during annual negotiations." Force is looked upon as a last resort because each party to the bargaining understands and accepts the needs of the other for security and growth, economic gains and profits. Neither party has argued for the inflexible application of broad principles such as management's "prerogatives" or union's "rights." There is no sharp distinction between making and administering contracts. When need arises

issues are negotiated and changes to the contracts are frequent. Only two arbitration cases have occurred during this history of collective bargaining.

Jurisdictional problems, it was found, have been worked out amicably by the seven unions, and the international unions of each have encouraged a high degree of local autonomy. There have been no rivalries created by attempts of other unions to organize the plant along different jurisdictional lines. The locals are set up on normal craft lines, with membership ranging from four in the smallest union to 257 in the largest, and with skilled, semi-skilled, and unskilled workers represented.

The unions have secured steady gains in wage rates and in other economic benefits, it is stated, which compare favourably to the wage structures of both the community and the industry—although wages are still below craft rates in publishing concerns. The unions, like the company, are said to have outstanding reputations in their community, attributable substantially to the quality of their labour-management relations.

Two types of factors have made this relation peaceful and constructive, it is shown:—

(1) environmental factors, which relate to the characteristics of the industry and the organization of the company; to the company's policies and procedures, which are conducive to steady employment and good working conditions; to the company's sound financial position and ability to pay for wage increases and "fringe" benefits; to the democratic and autonomous nature of the several locals; and to the place of the company and union in the community.

(2) Approaches of the parties to immediate problems. "Even with a favourable environment," the reports states, "an air of tension and hostility could make the relationship unstable and unsatisfactory. In this case, however, face-to-face dealings have been amicable."

Questioned as to the possibility of the relationship surviving in the event of a serious decline in business, both sides expressed confidence that they could continue to settle any problems by "full discussion and patient negotiations."

Despite the special problems involved in dealing with seven unions, the report states, "the causes of industrial peace found in this case study are parallel in significant degree to some of those in the six previous reports." Summarized, they are:—

Management's full acceptance of unionism and its belief that strong unions are an asset to management;

The unions' full acceptance of private ownership and operation of the business for profit;

Strong, responsible and democratic unions;

The company's policy of staying out of the unions' internal affairs, and not coming between the unions and their members;

The existence of mutual trust and confidence; the absence of ideological incompatibilities;

The lack of a legalistic approach to bargaining;

Concentration of negotiations on day-to-day problems instead of abstract principles;

Widespread union-management consultation and highly developed information-sharing.

Wage rates reduced under cost-of-living agreement

A further decline in the official United States cost-of-living index caused the U.S. General Motors Corporation to announce a wage reduction of 2 cents an hour, effective March 1.

The pay cut was effected under terms of an agreement between the corporation and the United Automobile Workers of America (CIO) whereby wages are linked with fluctuations in the cost-of-living index (L.G., July, 1948, p. 701). The reduction is the third such action instituted by the company in the past twelve months and affects 362,000 eligible hourly-rated and salaried employees. Salaried employees affected by the agreement received a \$10 quarterly reduction.

Walter P. Reuther, president of the UAW indicated he would endeavour to abolish the "escalator clause" when a new contract between the company and UAW was negotiated in April.

T. A. Johnstone, director of the UAW General Motors Department said the union had asked the company to waive the reduction, in view of its favourable profit position. (On March 13 General Motors announced a profit for 1949 of \$545,434,232, an increase of 49 per cent over its 1948 total, the previous peak.)

Simultaneously, a price lowering was announced of \$10 to \$40 on passenger vehicles and trucks.

Under the cost-of-living contract wages are adjusted quarterly in line with increases or decreases in the Consumers Price Index. The index for January 15 was 166.9 compared with 168.5 for October 15, 1949.

General Motors has been adding voluntarily .8 to the BLS figure for what is considered an under-statement in the rent

component of the index and the resultant 167.7 was the basis on which the 2 cent reduction was calculated.

The agreement also grants an annual increase of 3 cents an hour by the company based on estimated average annual gains in productive efficiency, regardless of what happens to the cost-of-living index, designed to "increase the standard of living of workmen."

A similar contract is in effect between General Motors of Canada and its employees at Oshawa and Windsor. No wage changes have resulted so far from this agreement, as in Canada increases apply only after the cost-of-living index reaches a level of 164. The Canadian cost-of-living index, December, 1949, was 161.5.

Survey of household workers in N.Y. State

Approximately nine per cent of all women employed in New York State in March, 1948, were engaged in domestic service, according to an estimate of the New York State Department of Labour. In 1940 the ratio was 15 per cent, and in 1910 it was 24 per cent.

The Department, through its Division of Research and Statistics, conducted a survey of household workers in the spring of 1948. The Division's findings are reported in the Department's official publication, *Industrial Bulletin*.

Problems of domestic employment differ greatly from those confronting other workers, it is observed, and it is felt that the study should contribute to a better approach toward possible solutions. Throughout the survey the need for regulation of wages, hours and other working conditions, and the need for improved employment standards and training in the occupation, were constantly stressed.

"Household employment lags far behind the times with respect to labour or social legislation," the report states. "Domestic workers generally do not enjoy the benefits of minimum wage and maximum hours laws, social security, health insurance, and other benefits that are taken for granted in many industries. Instead, characteristic of the occupation are long hours without overtime pay, few opportunities for training, lack of opportunity for advancement regardless of years of service or ability, little economic security for periods of illness or old age, and the social stigma attached to the work."

There appears to be a gradual easing of the acute shortage of most types of household workers, it is reported, particularly for the non-resident jobs. One of the reasons

given for the changing situation is increased living costs. Women who were not previously in the labour force have been forced to seek employment in order to supplement family incomes and, conversely, housewives have been compelled to economize on hired household assistance. As a result, housework jobs can be filled more readily.

A study made by the State Department of Labour in the first post-war year of 1946 disclosed that wages of household workers had risen more sharply during the war years than had the wages of women in other occupations. As a result, the wide gap which formerly existed between the earnings of domestics and the earnings of other women workers narrowed considerably or disappeared entirely. Information collected in the spring of 1948 indicates that wages have changed only slightly. The median weekly wage of \$35, plus food and lodging, for full-time workers in New York City metropolitan area was approximately the same as in 1946, but with relatively fewer offers below this amount. In upstate cities, wages were considerably lower for comparable work, with \$20 the median.

Wages of full-time non-resident workers were practically the same. These wages, however, must be evaluated in relation to hours of work, it is pointed out, which in the case of resident workers are often long and irregular, with no compensation for overtime work.

The absence of legal minimum safeguards in household employment has led to voluntary efforts on the part of non-governmental agencies to meet the problem, the report states. A few states have attempted to provide some minimum safeguards but such protection is usually restricted to a small proportion of the workers.

"For many years, various women's social, civic, and trade union organizations, YWCA's, community groups, and public and private employment agencies have been actively engaged in local campaigns aimed at improving conditions for both the household employer and the household worker. The primary concern of these activities has been to establish standards of work performance and working conditions for the occupation, and to obtain the voluntary co-operation of both employer and employee in effectuating these standards. Improvement in the methods of placing houseworkers, and promotion of training programs have been additional objectives."

As an example of recent activities in this field, the report describes in some detail a community program which was

developed in the city of Cleveland. A committee, composed of representatives of many groups in the community, formulated a set of suggested minimum standards, which were incorporated in an attractive pamphlet for public distribution. The committee's recommendations deal with hours of work, time off, vacations and holidays, wages, living conditions, privileges, health, job description, and trial period. The "desirable" employer and employee are defined, and also the role of the employment agency.

There have been few training programs for household employment, the report states, although it is generally accepted that trained, skilled houseworkers would be of great help in achieving higher standards, and in raising the status of domestic workers.

Jobless insurance for farm workers in Italy

Unemployment insurance in Italy was extended last year to include unemployment in agriculture. The scheme is now applicable to agricultural workers who are employed under contract of

service. The extension applies also to a limited extent to agricultural workers who carry out remunerated work besides work on their own property. Members of this category are entitled to unemployment allowance only if they have been employed for less than 180 days in the course of the current year, including work on their own property. (*Industry and Labour*, International Labour Office, February 1, 1950.)

Encouragement of free collective bargaining in Japan

Legislation adopted last year in Japan has for its purpose the encouragement of collective bargaining. The amended Japanese Trade Union Act protects the freedom of association

of workers and their rights to organize and select representatives for collective bargaining.

Its definition of trade unions excludes those which receive financial support from employers. Unions are required to show non-discrimination in membership, to hold annual general meetings, to submit financial reports to members, and to have secret ballot authorization for strike action. Unions are protected from suits of damages arising through strikes or other proper acts of a union, but may acquire legal personality by registering in accordance with regulations to be laid down by cabinet order, and thereby be exempt from various restrictive measures, including income and other tax measures.

There is provision for the legislative extension of the terms of a collective agreement to workers and employers in the locality who are not parties to the agreement.

National and local "labour relations committees" are to help administer the Act. These committees are tripartite in structure. They may determine whether or not organizations are trade unions within the meaning of the Act and issue certifications thereof, perform conciliation, mediation and arbitration of labour disputes, and determine charges of unfair labour practices.

The Act enumerates a series of unfair labour practices of employers, and establishes procedures for the investigation of charges, and the issuing of orders by labour relations committees.

Amendments to the Japanese Labour Relations Adjustment Act provide for the establishment of conciliation, mediation and voluntary arbitration services by labour relations committees. (*Industry and Labour*, International Labour Office, February 1, 1950.)

Right to bargain on wages restored in France

The French National Assembly on January 5 voted a return to free collective bargaining between labour and employers.

Approved by 351 votes to 185, the bill restores free collective bargaining on wages for the first time since 1939. It also provides for compulsory conciliation and voluntary arbitration.

(An article on collective bargaining in France appeared in the January *LABOUR GAZETTE*, p. 36.)

Report of Committee on Fair Wages in India

The tripartite Central Advisory Council for Labour, constituted in 1948 "to ensure the fullest co-operation between labour and management" in India,

set up a Committee on Fair Wages in November, 1948. The Report of this Committee has been published, and is summarized in the July issue of the *Indian Labour Gazette*.

The Report sets out the following principles:—

The *living wage* represents a standard of living which provides not merely for a bare physical subsistence but for the maintenance of health and decency, a measure of frugal comfort and some insurance against misfortune.

The *minimum wage* must provide not merely for the bare sustenance of life but for the preservation of the efficiency

of workers by providing some measure of education, medical requirements and amenities.

The minimum wage is the lower limit of the *fair wage*; the upper limit is set by the capacity of industry to pay. Between the two, actual wages will depend on the productivity of labour, the prevailing rates of wages, the level of the national income and its distribution, and the place of the industry in the economy of the country.

The Report recognizes that collective bargaining alone in its present stage of development cannot ensure that prevailing wages will everywhere approximate fair wages. It therefore recommends the adoption of legislation to establish wage fixing machinery to take the form of a central appellate wage board, and a provincial wage board in each province, with provision for setting up regional wage boards for each industry as required. India already has a Minimum Wage Act passed in 1948 (L.G., 1949, p. 283).

Statement of Indonesia's economic policy

The Government of Indonesia, which in December, 1949 became a sovereign republic following agreement with the Kingdom of the Netherlands, recently issued a statement of its economic policy. "The underlying principle of economic policy is to raise the living standards of the population, whilst at the same time increasing the nation's economic potential," the statement declares, as quoted in *Merdeka*, a publication of the Indonesian Information Service.

To implement this policy a program has been drafted, which calls for increased agricultural production, increased industrial output, and large-scale migration from overpopulated to thinly populated areas of the Archipelago.

"Steps will also be taken to ensure that Indonesian workers receive reasonable payment for their labour, and reasonable care of their welfare, in line with wages and welfare of the workers in the democracies abroad."

Indonesia, to reach its economic objective, "must rely on foreign assistance," the statement declares. "The need for foreign capital investment is obvious; furthermore, foreign technicians and experts in specialized trades and professions will be welcomed." Such capital and other assistance, it is stipulated, will only be acceptable where it will be of real benefit to the Indonesian people. "This does not mean, however, that Indonesia will expect to

receive all the benefits of foreign assistance," the report continues. "Foreign investors and technicians will be expected to take reasonable profits, and indeed they will be justified to do so as just payment for their assistance."

Review of Industrial Safety Survey

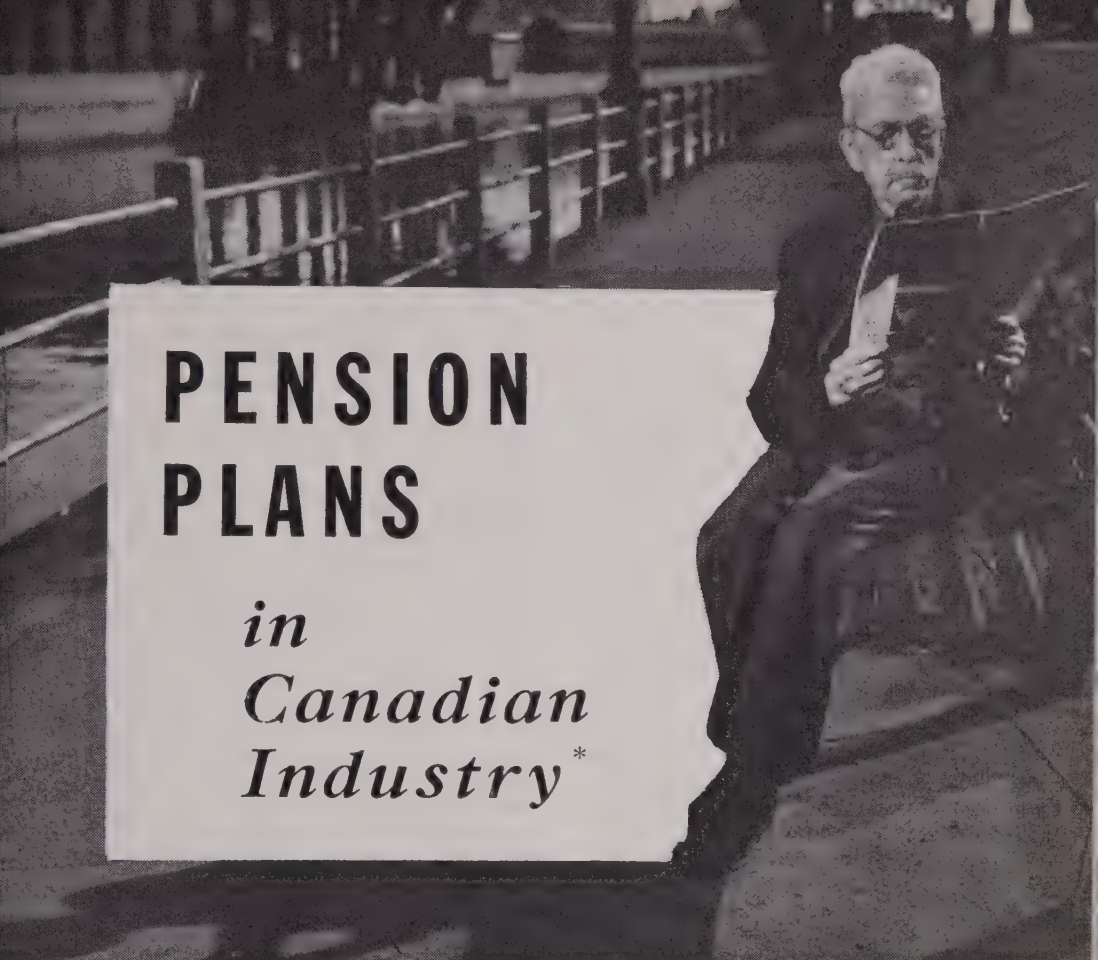
The *Industrial Safety Survey*, a quarterly publication of the International Labour Office contains several interesting articles on the latest developments in accident prevention in a number of countries.

The July-September, 1949, issue of this periodical presents a feature article on "Electricity in Factories under Conditions of Special Flammability" which pertains to British industry. In its discussion of this type of fire hazard, the article mentions such aspects as the history of precautions against the risk of electrical ignition of flammable gas, the degree of risk in factory processes and the necessary precautions. These precautions include (1) ventilation of the process area; (2) flameproof enclosure of electrical equipment; (3) intrinsically safe electrical circuits; (4) segregation of electrical equipment; and (5) pressurization of enclosures.

A regular section entitled "Safety Institutions, Associations and Museums" contains a review of international meetings and conferences on industrial safety, the activities of the Belgian Mining Health Institute, the French National Safety Institute, the new French Association for Industrial Medicine, the volume of papers read during National Safety Week held in Paris in June, 1948, and a report of the Conference on Laboratory Accidents in London.

"Laws and Regulations, Safety Codes", another regular feature in the *Safety Survey* presents the salient features of new legislation in various ILO countries. The countries affected are Argentina, Cuba, France, Germany, India, The Netherlands, Sweden, the United Kingdom and the United States. A considerable portion of the article is devoted to the new Swedish Workers' Protection Act passed on January 3, 1949. This Act replaces the Workers' Protection Act of June 29, 1912 as amended, and comprises 75 sections grouped in 10 chapters.

The 120-page magazine concludes with official reports from numerous countries on such topics as accidents resulting in injuries and deaths, research centres and state social insurance, and reviews of recent periodicals on industrial safety.



PENSION PLANS

*in Canadian Industry**

* Prepared by the Economics and Research Branch of the Department of Labour.

At present approximately one million workers in Canada, or about one in every four wage and salary workers, are covered by group pension plans. The number of these organized group plans is estimated to be close to four thousand. Under these plans provisions are made for workers to receive a regular income after retirement. Almost all of the plans now in existence have been inaugurated since 1900; more than three-quarters in fact since 1939.

The present article makes some reference to the growth of these industrial pension plans over the past fifty years and analyses the main features of existing plans. The article also deals briefly with some of the advantages and limitations of these plans. Finally, reference is made to the relation of these plans to the broad problem of old age security for all Canadians.

GROWTH OF INDUSTRIAL PENSION PLANS

No information is readily available as to the number of group pension plans in existence at the beginning of the present century, but it is known that at least four of the current plans were inaugurated prior to that date. The earliest of these four plans was introduced in 1874 by the Grand

Trunk Railway, now part of the Canadian National Railways, and is known as the Superannuation and Provident Fund Association.¹ Of the other three plans in effect

¹ An earlier Federal Civil Service retirement plan was introduced in 1870. The present Civil Service Superannuation Act, was passed in 1924.

in 1900, two were in financial firms and the third was in a manufacturing concern.

The period since 1900 can be dealt with conveniently in two sections: from 1900 up to the beginning of World War II in 1939 and the decade of the forties. In the earlier period the growth in the number of pension plans was slow—in the latter the number increased rapidly.

Period from 1900-1939

Over the first four decades of the present century there was a gradual extension in the number of workers covered by industrial pension plans. As the general interest in the problem of old age security increased more firms developed both informal and formal arrangements for helping to provide assistance to retired employees. Most of these early plans were initiated by employers and were usually of a non-contributory nature as far as the employees were concerned. Evidence of the widening interest in old age security during this earlier period is seen in the increasing frequency of parliamentary debates on the subject following the first World War culminating in the passage of the Old Age Pension Act in 1927.² This Act inaugurated an over-all federal-provincial program of limited financial assistance to persons over seventy years of age in need of such aid.

Most of the pension plans introduced during this forty-year period were in financial institutions and in manufacturing plants. A recent survey reveals that about 350 of the current industrial pension plans, which were inaugurated prior to World War II, are in finance, while some 300 are in manufacturing.³ Another 175 plans currently in effect and introduced in the period up to 1939 are in wholesale and retail trade establishments. The number of current plans introduced during these earlier years in the other industry groups is much smaller, about seventy-five in all.

The growth in the size of many financial, trade and manufacturing concerns during these years is no doubt one factor explaining the more rapid introduction of pension plans in these industries than in some others. Besides, manufacturing during these

years experienced some important changes in organization. With the rapid increase in the size of establishments and the introduction of mechanization on a large scale, accompanied by greater division of labour and job specialization, the work performed by independent craftsmen diminished in importance. It was during this period, for example, that many of the rural artisans, including blacksmiths, harness makers and wheelwrights, largely disappeared, and the proportion of urban wage-earners increased rapidly. Those workers who formerly continued at their independent crafts now, under the changed conditions, were retired at age sixty-five or seventy because it was found more economic to have their places in the plant taken by younger persons.

These changes in industrial organization in Canada, as well as elsewhere, tended to focus more attention on the problems of workers laid off in their declining years. More firms, sometimes on the urging of unions, recognized some responsibility for the continued security of former employees in return for services previously rendered. Not much is known on the extent to which workers themselves during these years were encouraged by unions, employers and other agencies to set aside savings for their old age. It is significant, however, that relatively early in this period, in 1907, the Annuities Act was passed, "for the encouragement of thrift and the affording of greater facilities for making provision for old age", by the Federal Government.

Period from 1940-1949

Although the growth in the number of pension plans was slow up to 1940, some foundation was laid for a rapid expansion. During the past decade the number of industrial pension plans has increased by approximately three thousand. The largest group of wage-earners covered by these plans is in manufacturing in which total employment is greater than in any other industry. It is estimated that approximately 25 per cent of all workers in this industry are covered. In transportation about 94 per cent of the 194,000 employees of Canadian railway companies are covered. On the other hand coverage is much smaller in industrial groups such as services, construction and forestry. In these industries there is considerable seasonal and casual employment, a fact which militates against the establishment of pension plans.

There are several factors responsible for the rapid increase in the number and in the coverage of pension plans during recent years. The marked expansion of manufacturing during the war years has given

² The assistance provided to older persons under this Act is not based on any previous financial contributions to an established fund but is paid on the basis of need. The assistance given is paid on a different basis from that provided under most industrial plans.

³ An article outlining the results of a survey conducted by the Dominion Bureau of Statistics in co-operation with the Departments of Labour and National Health and Welfare entitled "Survey of Industrial Pension and Welfare Plans, 1947", was printed in the *LABOUR GAZETTE*, June, 1949, pp. 694-700.

added importance to the trends noted earlier in industrial organization. Added to this, many establishments have had at their disposal the funds required to inaugurate pension plans. Whether their reasons for desiring to set up such schemes, were based on economic or humanitarian considerations, or both, the state of business during the period was favourable for their establishment.

Under pressure of wartime production needs, employers gave increasing attention to personnel problems. With labour at a premium it was necessary to take every possible step to increase the efficiency of labour.

During the war, the ceiling on wages together with the shortage of labour resulted in a tendency on the part of employers to increase the emphasis placed upon working conditions and to provide benefits in lieu of wage increases. By establishing pension plans, employers were able to increase the over-all economic returns to their employees without increasing their wages.

Another consideration, from the employer's standpoint, has been the desirability of establishing a systematic retirement policy. Under a pension plan employees can be retired without partiality when they have reached the age selected as most suitable. There is less tendency to retain in employment those whose industrial efficiency has declined due to the effects of increasing age, since their retirement will not result in destitution.

Employers' decisions in regard to the establishment of pension plans have also been influenced by the action of the federal government in making contributions paid into approved pension funds, deductible

from income as computed for purposes of corporation income and excess profits taxes.

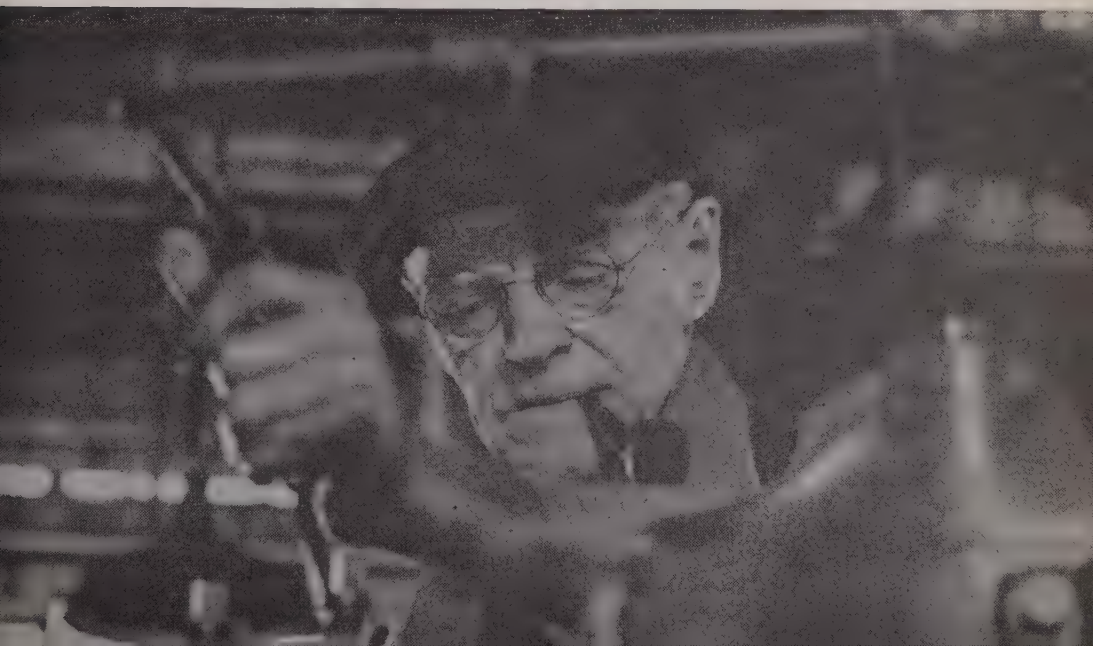
Employees, on their part, have taken advantage of their stronger bargaining position, resulting both from labour shortages and from larger union membership, to press for welfare plans. This pressure has become particularly noticeable recently as efforts to secure direct wage increases have become a somewhat less active issue in collective bargaining.

Perhaps the most important single reason, however, for the increase in pension plans during recent years has been the growing interest in all forms of social security. Aside from this general interest the position of the older members of the community has been underlined by the higher proportion of older people in the population, due mainly to declining birth rates and to increased longevity.⁴

Actions taken by the government during the decade in regard to older persons, are indicative of this increasing concern of the nation as a whole in social security. The amount of old age assistance set initially

⁴ In 1949 the number of persons 65 and over represented over 7 per cent of the population, in 1900 it was 5 per cent. It has been estimated that the proportion of the population 65 and over may gradually approach a level of from 10 to 15 per cent of the total population. See LABOUR GAZETTE, January, 1950, page 26.

At present approximately one million workers in Canada, or about one in every four wage and salary workers, are covered by group pension plans.



at \$20 per month in 1927 was increased on three occasions during the past decade.⁵ The federal government also introduced, beginning in 1949, an additional exemption of \$500 for income tax purposes in the case of persons 65 years of age and over.

LEADING FEATURES OF PENSION PLANS

While most industrial pension plans in Canada show a broad similarity, they may vary as to detail.⁶ This is due partly to the differing needs of the groups covered. Large and small firms are likely to establish pension plans of different types. A firm with a stable business and a small labour turnover will have less difficulty in setting up pension and welfare plans than a firm in a less fortunate position. The kinds of benefits provided, and their amounts, depend on such factors as the financial strength of the company, the method by which the plan is financed, whether the plan is contributory or non-contributory, and the presence or absence of other welfare plans for the employees. The leading features of pension plans may be discussed under four headings:—

How is the plan administered?

How is the plan financed?

What benefits does the plan provide, and under what circumstances?

Who are eligible for these benefits?

The Table on pages 448 and 449 gives a brief analysis, under these four headings, of seven Canadian pension plans. Each of these plans has been selected either because it is typical of plans of a certain kind, or because it is important in itself, like that of the federal Civil Service. This table provides examples to illustrate the discussion which follows.

How is the Plan Administered?

In this respect, nearly all Canadian plans fall into two types: some are organized under contracts with insurance companies or with the Government Annuities Branch of the Federal Department of Labour; some are administered by a board of trustees.

When a plan is underwritten by an insurance company or by the Government Annuities Branch, this underwriting organ-

All of these factors have given rise to much current discussion of old age security problems and in turn serve as an added impetus to industrial pension plans. For this reason it is timely to consider some of the main characteristics of existing plans.

ization accepts the responsibility for paying each employee the pension or other benefit due him under the contract, and in return receives annual sums representing the contributions made by the employee and his employer, or the employer alone, during that employee's working career. The contributions must be adequate actuarially to provide the benefits promised. This form of organization offers the greatest security to both the employer and the employee. Such plans, however, are rather rigid in their requirements, and other types may be found less expensive in some cases.

Under a trustee plan, the annual contributions are deposited with a trustee who administers the funds, paying pensions or purchasing annuities for employees as they retire. The trustees are usually selected by the employer, and are sometimes directors or officials of the company. In some cases, both employer and employees are represented on the board of trustees.

This type of administration permits greater flexibility in the organization of the plan than is allowed by an insurance company. Regulations have been established, however, by the Pensions Fund Branch of the Department of National Revenue, which must be observed in organizing any pension plan if the contributions to the fund by the employer or the employees are to be allowed as exemptions for income tax purposes. Perhaps the most important of these regulations is the requirement that the employer's contributions to the pension fund must be irrevocable.⁷ In other words, if the plan is not insured, the contributions must form a trust fund, which the employer cannot recover for his own purposes, but which must be devoted solely to the payment of pensions or other related benefits to the employees covered by the plan.

When pensions are paid from an independent trust fund, instead of being insured, it is evident that all the risks of the plan such as exceptional longevity among the pensioners, must be borne by the established fund alone, instead of being merged in the larger pool of risks carried by the Annuities Branch or by an insurance company. When the trust fund is used to buy annuities for employees as they retire, the fund is protected from the risk of high longevity among the pensioners after

⁵ The monthly maximum rate was increased to \$25 in 1943; to \$30 in 1947; and to \$40 in 1949. In addition to paying their share of one-quarter of these amounts some provinces introduced "cost of living" bonuses up to \$10 per month which are still being paid.

⁶ See "Types of Pension and Retirement Plans in Canadian Industry", *LABOUR GAZETTE*, February, 1950, pp. 191-192.

⁷ Further regulations of the Department of National Revenue are referred to below.

retirement, but some uncertainties remain, due to variations in the mortality rate of employees before retirement, or in the rate of labour turnover. For these reasons, such independent plans are best suited to companies with sufficiently large numbers of employees to make risks reasonably predictable. The cost of administering a trustee plan is also likely to be excessive for a small company.

How is the Plan Financed?

The method of financing adopted greatly affects all the other features of the plan, including the types of benefit provided and the vested rights of the employee. Most of all it affects the security of the prospective pensioner, who has an interest not only in the size of his future pension, but in the certainty that it will be paid.

In the case of a plan financed and administered by the employer, it is possible theoretically at least, to operate upon a "pay-as-you-go" basis. The pensions due each year are then paid directly by the employer from current revenues or from his general cash reserves. Under such a plan there is no accumulated pension fund specifically earmarked for the payment of pensions. The continuance of pension payments depends upon the continuance of the prosperity of the business and its ability to carry the plan through a period of recession. In case of bankruptcy the ex-employees would have no claim against the assets of the company. To balance this lack of security, the advantage of such a plan is that it does not require an initial outlay to establish a fund.

There are practically no pure "pay-as-you-go" plans in Canada at present, due in part to the requirements of the Department of National Revenue. As stated above, nearly all plans are either insured or trustee. Either of these types of plan involves the actuarial calculation of the yearly payments which must be made on behalf of each employee throughout his working career, to provide him on retirement with a pension of the chosen size.⁸ The fund formed by the accumulated contributions will be preserved in the hands either of trustees or of an insuring agency, and even should contributions cease, the fund will continue to provide pensions to those employees who have retired, and a certain sum of money for those employees who have not yet reached the retirement age.

It is evident that the pension which the employee ultimately receives will be deter-

mined by, among other things, the number of years during which contributions to the fund are made by him, or on his behalf. In this calculation no account has yet been taken, however, of the past years during which the employee may have worked for the same employer before the pension plan was established. This is a serious matter for those employees who, at the beginning of the plan, are already close to the age of retirement, as they will have only a few years of contributions to their credit when they retire. If their pensions are to be set at rates which take account of their years of service before the plan began, an adequate amount of money must be provided in addition to the normal contributions.

This amount of money is known as the "past service liability" of the pension plan. It is, of course, gradually reduced as the older employees successively retire, receive their pensions, and die. That portion of a pension paid for years which the employee worked before the pension plan began is called the "past service benefit". That portion of the pension paid for years worked after the pension plan began, and during which normal contributions were paid to the pension fund, is called the "future service benefit".

Since it is difficult for employees to contribute toward their past service benefits in addition to their normal contributions toward their future service benefits, the past service benefits are usually financed entirely by the employer. This can be done on a "pay-as-you-go" basis even if the future service benefits are funded. The Department of National Revenue, however, requires the past service liability to be liquidated according to a definite plan, by payment of a lump sum into the pension fund, or of instalments over a pre-determined period, or of premiums during the remaining years of service of the employees concerned.

The maximum deduction for income tax purposes, in any one year, allowed under this heading is one-tenth of the total past service liability. It is usual, therefore, for employers to plan to fund the whole sum by regular contributions over a period of ten years or somewhat longer.

Pension benefits for past service, under the same regulations, may not exceed those for future service. In fact, as the table shows, the rates of past service benefits are usually lower, in proportion to length of service and the earnings of the employee. This is most likely to be true of contributory plans, due to the difficulty of obtaining additional contributions from employees.

Within the general category of funded plans, two further types must be distin-

⁸ In the case of "money purchase" plans, the annual contribution is fixed as a percentage of the employee's earnings, and the pension paid is calculated actuarially from the contributions.

SELECTED CANADIAN

Main Features of Pension Plan	Montreal Star	National Carbon Limited	Great Lakes Paper
Administration Underwriting agency	Annuities Branch, Canadian Department of Labour, and Insurance Company	Annuities Branch, Canadian Department of Labour, and Insurance Company	Insurance Company
Contributions (a) Employee contributions	4% of basic earnings	3% of annual earnings under \$3000—4% of excess over \$3000	4% of earnings
(b) Employer contributions	4% of basic earnings of each member, plus cost of past-service benefits	Balance of cost of plan	Balance of cost of plan (about 60% of total including past service benefits)
Benefits (a) Annual Pension Formula (i) Future Service	Amount determined by future service contributions given above (Money purchase plan)	1½% of total straight time earnings as a member of plan under \$3000 per year 2% of earnings over \$3000 per year.	1½% of total earnings as a member of plan
(ii) Past Service	1% of basic annual earnings as at effective date of plan, for each year of past service after age 35	1½% of annual rate of earnings at effective date of plan, for each year of past service	1% of annual earnings at effective date of plan multiplied by years of past service minus 5.
(b) Vested rights on termination of employment before retirement age	Paid-up annuity based on employee contributions, plus a percentage of employer contributions if service over 11 years	Over 15 years service: paid-up annuity based on past and future service benefits accrued. Under 15 years: future service benefits resulting from 3% contributions only	Refund of employee contributions as cash or annuity; percentage of employer contributions if service over 5 years
(c) Survivors' Benefits (i) Death before retirement	Lump sum equal to employee contributions plus interest, plus a percentage of employer contributions if service over 11 years, and if the employee's death occurred after 20 years' service and after age 50, a further lump sum equal to all the employer's past service contributions plus interest	If age at death over 55 for men, over 50 for women, beneficiary receives reduced pension for 10 years. Under such age, total employee contributions refunded, with interest only on 3% contributions	Refund of employee contributions
(ii) Death after normal retirement	5 years payments guaranteed, or other options	10 years payments guaranteed, or other options	5 years payments guaranteed
Eligibility Requirements (a) Eligibility to join plan	Regular employees with 2 years service, aged 25-59 men, 25-54 women. Employees past age limit receive pension of 1% of final salary for each year of service after age 35	Regular employees with one year's service, men under 65, women under 60	Regular employees, aged 21 or over, one year's service for men, 3 years service for women
(b) Normal age of retirement with pension	Men 65, women 60, earlier or later in special circumstances	Men 65, women 60, earlier in special circumstances	Men 65, women 60 but if under 10 years service men retire at 70, women 65
Effective Date	March 31, 1948	July 1, 1939	April 30, 1947

GROUP PENSION PLANS

George Weston Ltd.	Canadian National Railways	Canadian Industries Limited	Federal Civil Service
Trustees selected by Board of Directors	Canadian National Railway Company as trustee	Future service liabilities funded under trustees selected by Company	Canadian Government
3½% of earnings for future service pension	Zero to 10% of earnings at option of employee, toward supplemental pension	None	5% of salary \$1,200 or less yearly. 5½% of salary \$1,200-\$1,500 yearly. 6% of salary over \$1,500. All females 5% of salary
Balance of cost of future service pensions (4.7%) and entire cost of past service pensions	Matches employee contribution up to 5% of earnings, plus total cost of basic pensions and past service pensions	Total cost of plan; periodic contributions to trust fund to cover future service liabilities	Balance of cost of plan
1½% of aggregate earnings while contributor to plan unless minimum pension (below) applies	Basic pension \$300 annually, plus supplemental pension determined by above contributions	1% of average annual earnings during final ten years, multiplied by number of years service	2% of average earnings during last ten years, for each year of service up to 35 years
For employees with 5 years or more past service, prior to 1946 minimum pension is 30% of 1946 earnings	If over 10 years past service, service pension replaces basic pension unless basic pension is greater. Service pension—1% average annual earnings for best 10 years multiplied by years of past service (1)	Same formula as future service	Same basis as future service, if employee elects to make contributions for past service. Includes overseas service in forces, employment as temporary civil servant, or other pensionable employment.
Paid-up pension based on own contributions, also on a percentage of employer's contributions if service over 10 years; or cash refund of own contributions without interest	Employee contributions refunded with compound interest; no interest on contributions during first 10 years service	None	Retiring allowance on leaving before retirement age, after ten years or more service, due to disability or abolition of position. Under other circumstances, adjusted retiring allowance, or gratuity, or return of contributions without interest
Refund of employee's contributions plus interest	Refund of employee's contributions plus interest	Life Insurance Benefit Plan separate from pension plan, provides \$1,500 to named beneficiary if close relative, otherwise \$300	If 10 years' or more service, allowance to widow equal to one-half of allowance payable if contributor had reached retirement age at date of death. Small allowance for children. If service under 10 years, small allowance or gratuity
5 years payments guaranteed	Dependent on type of annuity selected by employee	See above item	Allowance to widow equal to one-half of pension received. Small allowances for children
2 years continuous service, men under 50, women under 45	Basic pension: begin service before age 45, continue to age 65. Supplemental pensions: 10 years continuous service before employer contributions begin; employee contributions may begin on entering service if under 55	All regular employees from date of employment	All permanent civil servants appointed after effective date of plan, having passed medical examination; those appointed earlier who elect to join
65 for men, 60 for women, earlier under special circumstances	Normal: 65, after 20 years Disability: 60, after 20 years Voluntary: 60, after 35 years, or after 30 years at reduced pension	Compulsory at 65 after 15 years' service. Voluntary at 60 after 30 years' service Disability, any time after 15 years' service	Retirement permitted at 60 Retirement compulsory at 65, with few exceptions
December 1, 1946	January 1, 1935	September 26, 1919	July 19, 1924

(1) C.N.R.—When past service exceeds 10 years, if service pension, plus supplemental pension purchasable by a 5% matched contribution, does not equal 1% of average earnings of last ten years, for each year of service, the difference is made up by the Company.

guished: the contributory and the non-contributory. Under a contributory plan, the employee as well as the employer contributes to the pension fund. Under a non-contributory plan, the employer pays the total cost of the pension. Plans under which the employee contributes, but not the employer, are nowadays rare, except as a voluntary supplement to the company's basic pension plan; as basic plans, they would not be approved by the Department of National Revenue.

The table shows several examples both of contributory and non-contributory plans. The survey of pension plans made by the Dominion Bureau of Statistics in 1947 showed nearly 250,000 workers covered by non-contributory plans, and about 380,000 by the contributory type. The latter group includes the large railway pension plans. Excluding the railways, the survey showed that the non-contributory plans were, on the average, much larger than the contributory ones, since they covered an average of about 400 workers apiece, while the average contributory plan covered only about 70 persons.⁹

Since pension plans in Canada have only recently become an object of collective bargaining, it is evident that many of the existing non-contributory plans have been set up on the initiative of employers. Employers may often favour the non-contributory type of plan, because of its greater economy in administration, because the employer is likely to have more control of its management, and because it increases his influence with his employees.

The contributory type of plan, however, also has advantages. From the point of view of management, it has the advantage of making employees conscious of the cost of their pensions. From the point of view of labour, it increases the financial independence of the employee, and is likely to provide him with a larger pension and greater vested rights in the pension fund.

What Benefits Does the Plan Provide?

The principal benefit is obviously the pension itself. Every pension plan contains a formula by which the rate of pension for each employee is accurately determined. As the table shows, there is wide variety in the formulae used, although the majority of them show a general similarity. In nearly all cases, the annual pension is calculated as a certain small percentage of the employee's average annual earnings, multiplied by the number of years of service.

If average earnings are computed from the employee's years of highest earnings, or from the last five or ten years of employment, rather than from his total period of service, the rate of pension is usually increased. In such a case the percentage of such earnings used in the calculation of the pension may be reduced, for example, from $1\frac{1}{2}$ to 1 per cent, or the contributions may be higher, or other benefits from the plan may be reduced.

Supplementary pension plans are sometimes provided in addition to the basic pension plans, for the use of employees who wish to increase their rate of pension by additional voluntary saving of their own. Such supplementary plans are intended especially to serve employees who began to work for the firm at a relatively advanced age, and whose pension rates would therefore otherwise be low.

The vesting policy of a plan is a feature which any employee must consider, in estimating the prospective benefit of the plan to himself, in addition to the expected rate of pension. If the plan grants vested rights to the employee, this means that he has a claim to a certain part of the accumulated pension fund. If his employment should terminate, after a certain number of years of service, he is entitled either to a cash payment from the fund, or to a part pension at a future date, the amount of which will depend on the length of his service with the company.

Most Canadian private pension plans now grant the employee vested rights. The employer's contributions to the fund are irrevocable, and the whole fund at any time is therefore vested in the employees. If the plan is wound up, the fund must be divided among the employees, in the form of pensions, part pensions, or cash refunds, depending upon their length of service and other circumstances. Such provisions are required if the plan is to qualify for income tax exemption.

This does not mean that an employee who leaves a firm after only one or two years' service will enjoy full vested rights. If he has himself made contributions to the fund, he is always entitled to have them returned to him, with or without interest, either as cash or as a future annuity. But in most cases, he will have no claim to the sum contributed by his employer on his behalf, unless he has been with the company for a considerable number of years. Partly as a result of Canadian income tax regulations, the most common practice at present is to vest part of the employer's contributions in the employee after ten years' service, and to grant full

⁹ Cf. "Pension and Welfare Plans in Canadian Industry", in *LABOUR GAZETTE*, June, 1949, pp. 694-700.

vesting after twenty years. Other variations are shown in the table.

This does not mean that the employee, after twenty years' service, can withdraw from the pension fund in cash the total sum represented by his own and the employer's contributions. Even if he is leaving the company, it may be that the greatest cash refund he can obtain is the total of his own contributions with or without interest. To enjoy his vested right to his employer's contribution, it is likely that he will have to leave the whole sum, including his own contribution, in the pension fund until he can receive it as an annuity at the normal retirement age.

Vesting helps to some extent the older worker who finds it necessary to change jobs, since it provides him at least with a part pension, proportioned to the time he has spent with the company. It does not greatly help a worker, however, who changes jobs every five or ten years, since this period is not usually long enough for him to gain full vested rights.

Who are Eligible for Benefits?

This problem may be broken down into two sets of more detailed questions:—

(1) Which employees are permitted to join the plan? How many years of service are required before joining? Is there a maximum age after which the employee cannot join?

(2) What is the normal retirement age for male and female employees respectively? What is the minimum number of years of service required to qualify for a pension?

The table gives brief answers to these questions for the seven plans analyzed. It is evident that these questions are closely interdependent.

Not all of the questions are applicable to all plans. The question, which employees are permitted to join the plan, and at what date, applies chiefly to contributory plans, since the employee on joining begins to pay contributions. Joining the plan is often compulsory, except for employees hired before the plan was inaugurated.

In a non-contributory plan, all permanent employees are usually included automatically, but a certain minimum length of service is usually required before retirement to qualify for a pension.

The normal retirement age is most often 65 for men and 60 for women. Most plans allow earlier retirement on reduced pension in cases of disability or under other special circumstances.¹⁰ Many plans permit later retirement, in approved cases. Two of the plans shown in the table set forth, instead

¹⁰ A system of pensions payable only in case of disability has been established for members of the United Mine Workers, District 18, in Alberta, Saskatchewan, and British Columbia. These pensions are paid from the "Welfare Fund" a trust fund established as a result of collective bargaining, to which the employers pay the sum of fifteen cents (three cents in Saskatchewan) for every ton of coal sold or used. A pension of \$60 per month or less is paid to union members "mentally or physically disabled as the result of long service in the coal-mining industry" to such an extent as to be partially or wholly unemployable.



Pension plans have contributed to the trend of recent years towards earlier retirement of industrial workers.

of a fixed retirement age, a schedule of ages at which retirement is permitted, decreasing as length of service increases.

It is evident that the earlier the age of retirement on pension, the greater the cost to the plan of a pension of given size. For this and other reasons, many people now consider that retirement at 65 may be unduly early.

Discrimination between different classes of employees in granting pension rights is forbidden by the Canadian income tax regulations, especially discrimination between high and low salary classes. The coverage of the plan may be restricted to certain well-defined classes of employees. Part-time, temporary, or seasonal workers are practically always excluded. There may be different eligibility requirements for males and females.

Cost of a Pension Plan

In concluding this section, it may be appropriate to mention the principal factors affecting the cost of a pension plan, some

of which have now been discussed. The most obvious factor is, of course, whether the pensions are large or small. There is also the degree of security provided, a fully-funded plan being more secure and more costly than one partially funded, and a pay-as-you-go plan being the cheapest at the beginning, but in the long run the least secure. A generous vesting policy is more costly than a parsimonious one. Costs are also affected by the age distribution of present and future employees, the expected mortality rates of employees before and after retirement, and of course the retirement age. Among the numerous other factors which might be mentioned are the rate of labour turnover and the type of administration selected for the plan.

Of external economic factors affecting the cost of the plan, the most important is the prevailing rate of interest, which must determine the rate of interest assumed by the actuaries in calculating contributions and benefits. The decline in interest rates since 1929 has greatly increased the cost of a pension.

CURRENT ISSUES

The increased interest in old age pensions during recent years, referred to earlier in this article, implies much discussion of the advantages and disadvantages of industrial group plans and of their relation to an over-all security program for older workers. These more active discussions of industrial pension plans spring, to a large extent, from a greater emphasis placed on the need for pensions for older workers by Canadian trade unions.

Until the last year or two pension plans had not been an important factor in collective bargaining within Canadian industry. The recent bargaining on plans in the United States¹¹ and the great concern about social security problems shown by Canadians of all ages, have led some Canadian unions to press for pensions, especially in

industries where no plans are already in effect. The establishment of pension plans was listed as an issue in a number of strikes which took place in Canada during 1949. Moreover, a recent conciliation board recommended the establishment of a plan in the automotive industry.

More detailed information on individual industrial pension plans is required to assess their contribution towards a solution of the general problem of economic security for Canadian workers. However, some broader aspects of group pension plans and of national social security measures for older workers might be mentioned briefly in this final section.

One of the principal limitations of many industrial pension plans is lack of provision for the worker to transfer his full pension credits should he change employers. Even if the second firm also has a pension plan it seldom recognizes the previous experience of the worker. The worker's vested rights usually depend to an important extent on the length of employment with a company. Thus if he is to receive an adequate pension he must usually remain at least twenty years with a single employer.

This constitutes a restriction of the workers' mobility and often will tie him to a given firm even though it may be in the interests of the worker and of the economy that he move elsewhere. From the point of

¹¹ The collective bargaining activity concerning pension plans in the United States has centred about three industries—coal, steel and automobile. In these industries the unions have bargained for regular employer contributions to a pension fund. The resulting plans are employer financed, but it is to be noted that the plans are devised as supplements to the Government Social Security program which is employee-employer financed. In Canada, no over-all pension scheme exists, and the unions which have bargained on this issue have urged a full pension as compared with the partial pension requested by the American unions. Almost all of the unions which have carried on these negotiations for industrial pension plans have been industrial unions and represent large bodies of employees of a single employer.

view of the employer also, the credit of the employee in a pension plan may deter the employer from discharging him even though he may be less productive than the average or redundant to the activities of the firm.

The inability of the worker to retain his credit toward a pension when transferring from job to job may react to the disadvantage of older workers seeking employment. Firms may be hesitant to hire workers who are relatively close to retirement age as it may require retiring the worker at a low pension. Such a problem is not easily overcome. The basic need appears to be for the coverage of all workers or at least for the extension of vested rights which the worker can carry with him.

One further result of a pension plan is the necessity of setting a definite age for retirement, usually sixty-five years for men and sixty for women. Against the advantage of such a retirement policy, must be balanced certain disadvantages in the encouragement of retirement from the standpoint of the individual and the industry. In some cases workers on reaching the retirement age are still capable of a valuable contribution. Medical advances which have lengthened life have also probably lengthened man's potential working career. Too early retirement, therefore, may be wasteful and may even shorten the life of the individual concerned. Besides there is an increasing number of jobs requiring light manual labour which might be performed by older workers who would otherwise retire into inactivity.

The initial cost of a pension plan, depending on the nature of the plan, is often high and once embarked on, the current expenses must be paid as an annual charge. The total cost of a pension plan must also be considered in the light of other cost items.¹² In some industries where labour costs are already relatively high, the effect of an additional expense may have a more important effect on the competitive position of the industry than where labour costs are relatively small.

The main over-all limitation of the system of industrial plans today, from the point of view of the worker, as has been stated above, is its restricted coverage. Three-quarters of the wage and salary workers in Canada today are not covered, in addition to most of the "own account" and other members of our labour force not earning wages and salaries.¹³ Many of the workers who are not covered could not readily be included in industrial pension plans. This is one of the factors which

has led to a demand for a national pension program. Representatives of management and of labour have recently advocated the setting up of such a plan.

It is evident that the establishment of an over-all public program would assist in overcoming some of the difficulties mentioned above. But the introduction of such a plan by the federal government presents certain other difficulties. First, there must be agreement between the federal and provincial governments on financial arrangements. A second consideration is the magnitude of the cost involved in an over-all pension plan. Pension plans at the levels now advocated in various quarters would require the increase of government social security payments to from one-and-a-half to four times their present level.¹⁴ An expenditure of this size on one section of the population requires a willingness on the part of the remaining sections to meet the cost. These are two of the problems which the recently established Joint Committee on Old Age Security of the Senate and the House of Commons has under consideration.¹⁵ They are also expected to be discussed at the Federal-Provincial Conference later this year.

With the introduction of an over-all old age security program, there would still appear to be a place for industrial pension plans. While a broader plan might establish a higher minimum of old age security for a large part, or perhaps all, of the population, there would be room for supplemental pensions, provided by the group plans of individual industries. In the meantime these industrial pension plans are making a substantial contribution to the income security of many older persons.

¹² Under the Canadian Government Annuity Plan the total cost of an annuity of \$50 monthly purchased at age 65 with monthly payments to start immediately would be \$7,150 and a \$100 annuity would be \$14,300. Annual payments from age 35 to give similar annuities would be \$145 and \$290 respectively.

¹³ Out of a total of 5,100,000 in the labour force, 950,000 are "own account" workers; 250,000 are employers with their own business or profession; 3,600,000 are paid workers; and 300,000 are unpaid family workers.

¹⁴ Estimates of total cost made by the Department of Health and Welfare show a monthly pension of \$40 for all persons over 70 years of age would cost \$323 million in 1951, \$417 million in 1961 and \$500 million in 1971. A \$100 monthly pension for all persons over 60 years would cost between \$2 and \$2.5 billion. Some conception of the magnitude of this expenditure is gained when it is realized that all present social security payments by the federal government total approximately \$700 million. (Hansard, March 10, 1950, p. 640.)

¹⁵ For the terms of reference of the Committee see page 428 of this month's LABOUR GAZETTE.

CONCILIATION BOARD RECOMMENDS NON-CONTRIBUTORY PENSION PLAN AT FORD MOTOR COMPANY OF CANADA

On February 27 the Department of Labour of the Province of Ontario made public the Report of a Board of Conciliation, established under provincial legislation, dealing with a dispute between the Ford Motor Company of Canada, and its employees, members of Local 200, United Automobile Workers of America (CIO).

While this Report covers a number of issues, considerable general interest attaches to the sections dealing with the union's request for a pension plan and health program. These sections are reprinted below.

The Report is in two parts: a majority report, signed by C. P. McTague, Chairman, and J. C. Adams, company's nominee; and a minority report, signed by Drummond Wren, employees' member. Both reports recommend the establishment of a non-contributory pension plan, but are at considerable variance in their proposals as to pension benefit rates and other matters.

Majority Report

In the matter of the Labour Relations Act, 1948, and Regulations made thereunder and of a dispute between:

FORD MOTOR COMPANY OF CANADA, LIMITED,
WINDSOR, ONTARIO, *Employer,*
and

LOCAL 200, UNITED AUTOMOBILE WORKERS
OF AMERICA (CIO), *Employees.*

The Honourable
The Minister of Labour for the
Province of Ontario
Parliament Buildings
Toronto.

SIR:—

The Board of Conciliation established by you under date of November 14, 1949, reports as follows:—

The Board met with the parties at the City of Windsor on December 14, 15, and 16, 1949. The parties were represented as follows:

For the Company: Mr. Wallace H. Clark;
Mr. Gregory Kew.

For the Union: Mr. George Burt; Mr. Joseph H. Daoust; Mr. Kunio Hidaka.

The issues upon which the parties were unable to agree, and which were presented to this Board for consideration, fell into two main divisions—

1. Changes in the text of the former collective agreement.

2. The request of the union for old age retirement income and health security program.

It will be convenient to deal with these issues in the order in which they were presented by the union, but before entering into a detailed discussion of the items in dispute and indicating our recommendations to the parties we think it appropriate to comment generally as follows:

The union seems to regard the matters in issue here as being of special importance because from their point of view the collective agreement with Ford Motor Company of Canada, Limited, will establish a pattern for negotiations with other companies.

While it cannot be denied that the collective agreement between a large industrial organization and a union representing upwards of 10,000 employees must be of considerable significance we do not consider that any particular clause of the collective agreement between these parties should necessarily be regarded as a pattern in other negotiations, which must always be resolved in relation to the particular facts and circumstances applicable to the parties in those negotiations.

Nevertheless because the Union in these proceedings is desirous of establishing herein patterns for future negotiations, that seems to us to give the Board of Conciliation greater scope in expressing their views and in making recommendations than would otherwise be the case.

(The sections of the Majority Report dealing with contract changes are omitted.)

We come now to the more difficult questions of pension and welfare programs.

It is first to be noted that there is no issue before us as a Conciliation Board between a contributory pension plan and a non-contributory one. The simple fact is that the Union in the normal process of collective bargaining has demanded a non-contributory pension plan of \$100 per month at age 65 after twenty-five years of service and the Company has conceded the principle of a non-contributory plan but at the rate of \$55 per month at age 65 after thirty years of service. Our duty as a Conciliation Board is to try to bring the parties into agreement on the principle already accepted by both and on a basis which in the circumstances represents our view of how equity and cost can best be reconciled. In that connection we must keep in mind that the cost will be borne in the last analysis by the purchasers of the products manufactured. The cost of pension plans like any other cost including wages must be reflected in the price of the product and be borne generally by the purchasing public.

It is clearly apparent that the pension agreement arrived at between the same Union and Ford Motor Company of Detroit is a most important factor in its bearing upon the present case. It becomes necessary to analyse that agreement. No matter how that contract may have been described in press references, it is clearly not a contract to establish at the expense of the Ford Motor Company pensions of \$100 per month at age 65 after thirty years of service. It can be fairly described as a contract by which the Ford Motor Car Company obligates itself to pay an amount equal to the difference between general social security benefits and \$100 a month—quite a different proposition.

The agreement as to pensions obviously is based upon a premise or forecast that United States Social Security payments will be increased during the term of the pension plan and that consequently the contribution of the Company to a pension of \$100 a month derived from both Social Security and straight Ford pension will decrease. It might be described with some degree of accuracy as an agreement to underwrite the difference between \$100 a month and what is provided or will be provided by general Social Security payments under social security legislation in the United States.

It is quite obvious that in Canada there is no parallel at the present time with United States Social Security. While we have Old Age Pensions they are subject

to the means test and as presently administered the pensioner who receives a pension from other sources would likely be disqualified. The pension plan offered by the Ford Motor Company of Canada, Limited, appears to be based upon a premise or forecast that during the period of the pension agreement there will be brought into force legislation by which the means test will be abolished in Canada. In the result the plan offered by Canadian Ford may be described as a firm commitment to pay pensions to those eligible under the plan at the rate of \$55 per month at age 65 after thirty years of service until such legislation is brought into force and if the benefits from future legislation plus the benefits of the Company plan together exceed \$100 a month then the Company's contribution may be reduced by an amount equivalent to the excess.

Both plans are founded upon premises that may never come about. Nevertheless it would be far from prudent on the part of either Company from point of view of cost, which as we have said, must eventually be borne by the public, to enter into an agreement and ignore pending legislation in the United States on the one hand and a powerful movement to bring about abolishment of the means test and increase in Old Age Pensions in Canada on the other.

It seems quite evident that Ford of Canada in devising its particular plan has tried to follow the lines, as closely as possible in the somewhat different circumstances which prevail in Canada, of the pension plan reached in the collective bargaining process between American Ford and the same Union. In addition, it has quite evidently also made a sincere attempt to equate the benefits to its employees to the benefits received under the Detroit Plan. Having in mind that wages in the Canadian plant on the average are about 78 per cent of those paid in the Michigan Plant, we believe that the plan offered, subject to some modifications, is fair by comparison.

Since this is the first time the question of non-contributory pensions has been made the subject of collective bargaining in Canada the case before us assumes unusual importance from point of view of a pattern in the immediate future. We do not express any opinion as to the desirability of contributory pensions as against non-contributory pensions. In view of the position taken by the Company that becomes unnecessary and irrelevant as far as we are concerned as a Conciliation Board. We have no doubt that the principle of pensions is a desirable one but it must be con-

sidered in relation to what may be done in respect to general Social Security through Governmental action and it must be considered as well in relation to cost. There can be no doubt that the public generally must bear the cost of pension plans as it can only be recovered in the price of the product. Generally speaking the overall result will be exactly what must accompany high wages—namely, high prices. It does seem generally somewhat inequitable that because a man happens to be fortunate enough to be employed by a large and strong organization like Ford; he should enjoy advantages which have to be paid for to some extent at least by the less fortunate members of the community who have no opportunity to enjoy the benefits of any pension plan whatsoever. One can readily understand that there should be some equitable relationship between what an industry does for its employees in the way of pensions and what the country in general does for its citizens along similar lines if it proposes to do anything.

There can be no doubt whatever that the initiation of any new pension plan in these days must necessarily involve inequities as far as particular individuals are concerned. The Ford of Canada Plan bases past service credits on seniority as defined in the collective bargaining agreement. Much objection is taken and will be taken as to that. The pension plan of course has to do mainly with the future and too great concessions to present employees in equity will necessarily result in too high costs in the future. All in all, we are of the opinion that the commencement of past service credits on the basis proposed by the Company is reasonable. It must be kept in mind that this industry has been comparatively a high wage industry and at least over the last few years the thrifty employee has had an opportunity to build up savings.

Generally speaking we recommend acceptance of the Company's Proposed Retirement Plan as outlined in Schedule I of its submission concerning pensions and insurance. We suggest, however, that in the last line of paragraph (a) under "Benefits" ten years should be substituted for fifteen years. In paragraph (a) under "Crediting of Service" we think there should be added the following sentence—"Past Service shall be credited for years beyond age 65 but not so as to increase the total years of credited service beyond thirty". Under "Retirement Age" we think the words—"but there shall be no increase in benefits after age 65", could well be struck out. We also suggest that under "Commencement of Payments and Benefits" the date November 16, 1949, should be substituted for January 1, 1950.

We recommend that the Company's proposal with such modifications as we have suggested should be accepted.

Before parting with the subject of pensions we should like to emphasize that our recommendations in connection with the plan before us are based to a large extent upon the unusual circumstance that the American Company had only very recently agreed upon a plan with the same Union which very much closely approximates the plan we are endorsing. Much different conditions are likely to apply in respect of future applications. There are a number of features of the plan of which we are not too enamoured. In the case of smaller industries it is difficult to see much practical benefit in the principle of joint administration when the same thing might be accomplished through insurance. What we really want to emphasize is that we specifically refrain from attempting to set any particular pattern. Each case shall be left to be dealt with in the light of its own particular circumstances.

The demands of the Union with regard to Health Security and Death Benefits should be withdrawn in view of our recommendation as to retirement benefits particularly since the Company's employees are presently covered under a Group Life and Disability Insurance program to a somewhat comparable extent as that asked by the Union.

We wish to extend to both parties our appreciation of the dignified manner in which they presented their viewpoints on the matters dealt with.

All of which is respectfully submitted.

Dated at Toronto, this 15th day of February, 1950.

(Sgd.) C. P. McTAGUE,
Chairman.

(Sgd.) J. C. ADAMS,
Company's Nominee.

Minority Report

DEAR SIR:—

Before submitting my views on the above matter I wish to draw your attention to the most astonishing situation that occurred relative to it. Following the hearings before this Board in Windsor the chairman and members of the Board met in Toronto on January 19. The Retirement Pension Plan was discussed at that meeting. It was agreed, however, that in view of the many changes in the text of the current collective agreement the Company nominee and the Union nominee would in writing exchange their points of view on these matters and submit them to the Chairman.

A few days later I received such material from Mr. Adams, the Company nominee, and conveyed mine to both him and the Chairman. Several futile attempts to contact the Chairman by telephone were made. I had expected that there would have been some discussion of the parties' respective presentations as there are several issues, vital to them, contained in the proposed contract changes. However on phoning Mr. Adams on February 14 he informed me that as the Chairman was agreeing with his submission he thought the complete report would be forwarded to you that day. On February 17 I received from the Chairman a copy of the complete majority report dated February 15 with an accompanying letter dated February 16.

It has been my firm belief that the Province of Ontario's conciliation procedure has played an important part in resolving many labour relations problems, in spite of its many inadequacies and labour's protests. But if such methods are to be employed as in this case the attacks on the Province's conciliation services will be justified. Finally even the provocative submission of the Company nominee pertaining to changes in the text of the collective agreement have been included *in toto* as part of the recommendation of the majority and this in spite of comments to the effect that many of the changes requested by the Union were overdue.

Before dealing with the issues I wish to make some general comments.

The matters in issue here, exclusive of the Retirement Pension and Health and Security proposals, are of vital concern because of the peculiar circumstances surrounding their initial inclusion in the collective agreement and of the importance that is alleged to be attached to the conclusion of these negotiations.

It will be recalled that Windsor was an "open shop" area where terrific resistance to the inception of labour unions was evident in the early stages of organization. It is equally evident that the present good labour management relationship grew out of struggle between the parties. One needs only to recall the costly strikes for the union to obtain recognition and later for a measure of union security. It is only natural, therefore, that other industries in the area, many of them suppliers of, and therefore dependent upon the Ford Company, followed in some measure the pattern established by the Ford negotiations. To that extent the Union statement that the conclusions arrived at with Ford would become a pattern is undoubtedly correct. It is nevertheless true that out of such an environment fraught with antagonism the

conclusions were not the result of sound purposeful negotiations, but were compromises of manoeuvring.

It now appearing that a sound labour management relationship has been established between the parties, the time has arrived for the frustrative words and phrases to be removed from the agreement in acknowledgment of this newer and better relationship. It is with such a view in mind that I beg to report to you on them as follows:—

(The minority recommendations on contract changes are omitted.)

Retirement Pension Proposals

As the details of the Union's proposal were numerous, supported by detailed data, I will confine my comments on this question to its salient features, to examine and appraise the proposals of both parties. Before proceeding to that point, however, I would comment generally on the principle of pension payments.

Before arriving at its net profit figure an industry will make provision for a multiplicity of items among which are depreciation and contingencies. While contingencies are usually another form of "earned surplus", depreciation has for its purpose providing for the replacement of physical equipment. In addition to such a provision there is also one for repair and upkeep of physical equipment. It would appear, therefore, that provision for the proper maintenance and replacement of equipment and building is adequately taken care of. As was shown by the evidence of the Union, Depreciation Reserve stands at 75 per cent of the cost of the assets, and recent Income Tax amendments allow a higher rate of depreciation than was in effect formerly.

While the "wearing out" or replacement of equipment and building has, apparently, been amply provided for, and while a huge earned surplus has accumulated from the profits of the Ford Motor Company in Canada, no arrangement had been suggested until 1947 for the "depreciation" of the human element in this industry. However, through the efforts of the Union another proposal is now before it.

A. The Union requested a Retirement Pension Plan, set out in every detail, of \$100 monthly after 25 years of service with the Company. The Company countered with an offer of a plan which would provide \$55 monthly after 30 years of seniority with the Company. The importance of the difference between seniority and service with the Company is considerable. The Company's limitation to seniority would deprive any employee of any benefit for

any year or years of service with the Company prior to his being re-employed after having left the employ of the Company for any length of time, or for any reason.

B. The Company says, in its supplementary brief, that—

First of all I want to emphasize that the offer we have made is substantially the same as the agreement concluded by the same Union just a few short weeks ago with Ford Motor Company in the United States.

A most able actuary, representing the Union, examined the Ford offer and proved that the Ford Motor Company in the United States was paying for an average monthly Pension of approximately \$82.

As the majority report in this case states, the Ford Motor Company agreement with the Union does not provide for a \$100 a month pension but "it can be fairly described as a contract by which the Ford Motor Company obligates itself to pay an amount equal to the difference between general social security benefits and \$100 a month—quite a different proposition."

Indeed, it is quite a different proposition. First, because it is not an obligation to \$55 a month, as the Company offers in Canada. It is actually an offer to pay an average minimum of \$64 monthly, direct from the Pension Fund, because the estimated amount the Ford Workers, retiring in the next few years, will receive from social security will be \$36. For this \$36 the Company contributes at least half the cost. In the final analysis the Company, therefore, is in reality contributing sufficient to make an \$82 monthly pension available.

It is evident from these facts that the Company is not making an offer to the employees in Canada which is substantially the same as that agreed upon in the United States.

C. It is obvious that the offer is inadequate. As the Union pointed out in support of its claim that \$55 a month was inadequate the Department of National Revenue, of the Dominion of Canada, in its Tax Ruling No. 2, states—

For example, a pension of 50 per cent of the average salary for the five-year period prior to retirement is deemed reasonable and anything over 70 per cent of such average salary will be deemed excessive.

The Company offer of \$55 monthly is only 24 per cent of the average wage. The \$100 monthly would be 44 per cent of the average wage, still well within the "reasonable" amount determined by the National Revenue Department.

D. The requirement in the Company's offer of thirty years seniority with the Company practically makes the pension offer meaningless. It would mean that of all employees age 55 and older, 76 per cent cannot qualify and of the remaining 24 per cent, many would not qualify for the full monthly benefit.

E. The question might well centre around "Ability to Pay" but that apparently was not a factor. The principal relevant factor was the period over which the Company would be required to pay, including past service benefits. The Company's proposal will cost it 10·7 cents per hour per employee, while the Union proposal of its adequate plan would cost the Company 12½ cents per hour.

The slight difference in estimated hourly cost results from the difference in the period over which the past service benefits would be funded. The Company's proposal is to fund such benefits over a period of ten years, which is the minimum permissible for tax deduction purposes. The Union proposes funding the amount over a period of 40 years, permitting its request for adequate benefits to be paid with a slight hourly cost greater than what it will cost the Company to fund its proposals over the ten-year period.

F. Whether one looks at pension benefits as a deferred wage, or as a measure of "depreciation", it must be conceded that the employees, through their Union, are dropping other economic demands in favour of their pension proposals. It would not be anticipated that other economic gains would be for a period of ten years, but for an indefinite period, that is their view regarding the cost attributed to a Pension Plan. The actual difference, in hourly cost, irrespective over what period it is to be paid, is less than 2 cents. However, the difference between the benefits of both plans is vast; and it is the benefits that are of vital concern to the employees.

G. The purpose of the Government's "Old Age Pension" scheme is to provide for the indigent at relief standards; whether or not that is the conscious purpose, it is its effect. There is no reason for the question of "Old Age Pensions" to become confused with the Union's request for a proper Retirement Pension Plan. While one is relief for the needy, the latter is the deferred payment of an economic demand and gain. It is conceivable that if and when Old Age Pensions are replaced by adequate Retirement Pensions by Legislation that some measure to amalgamate the two, or to have one supplement the other, would be arrived at. There is no

justification for beclouding the issue with the matter of "Old Age Pensions" at this time.

H. \$100 monthly, or 44 per cent of the average wage, cannot, by any stretch of the imagination, be considered sufficient to provide even a "minimum of health and decency". It is on that basis the amount must be considered, not on the basis of a percentage of a pension benefit in the United States because of some difference in wage rates. There is no relationship between a comparison of wage rates and a comparison of minimum pension benefits. When a minimum is arrived at it must not be reduced further because of some other consideration.

I. I have not herein dealt with the many differences in the detail of the Company's offer and the Union's request. I am of the opinion that the main difference is the hourly cost necessary to provide either of the proposed plans, and if this were resolved, these differences would be resolved. In the final analysis, therefore, it is a question of whether the Company will pay 10·7 cents for ten years and then continue the payment necessary for future benefits, or whether it will pay 12·12 cents for forty years and then only the amount necessary for future benefits. For the reasons I have expressed above, in **(F)** I come to the conclusion that the 12·12 cents should be paid by the Company and that the Union's request should be granted.

In the U.S.A. the Steel Fact Finding Board gave the Matter of Pensions and Medical Benefits thorough and proper consideration and it reported as follows:—

... we think that all industry, in the absence of adequate Government programs, owes an obligation to workers to provide for maintenance of the human body in the form of medical and similar benefits and full depreciation in the form of Old Age Retirement—in the same way as it does now for plant and machinery.

If the Ford Retirement Pension Plan were to be based on this well considered finding, the minimum requirement would be that which the Union has suggested.

Health Security

Under this heading, the Union requests that "all workers covered by the Collective Bargaining Agreement will be covered under the Health Security Program". The worker's family (spouse and dependent children) will be included in his coverage for hospital, medical and surgical services.

At present there is a Health Security Program in effect in the Ford plant on a

contributory basis. However, as the Union points out in its supplementary brief, that while the Company represents to the employees that it pays 31·4 per cent of the premium payments, because it retains all rebates and dividend payments pertaining to the plan, the Union estimates that the Company's contribution is less than 7 per cent of the cost of this Health Insurance.

In addition to requesting that the total cost of an adequate Health Insurance Program be paid by the Company, which is estimated at a cost of 9 cents per hour, the Union requests that any dividend returns be allocated to building up reserves, or in purchasing extra benefits.

It is probable that the inequities that exist under the present Health Insurance arise from the fact that it is administered solely by the Company. I say inequities because with the employees paying the major part of the Health Insurance cost, the Company retains the dividend payments to reduce its portion of the cost, which might well, with good experience, result in the total cost actually being met by the employees.

I would recommend that full consideration of an adequate Health Insurance Program, with a Joint Board of Trustees responsible for its administration, be given proper consideration by both parties.

In view of my recommendation regarding Pensions and the cost pertaining thereto, I hesitate to make any further recommendation on this matter at this time, although in principle I accept the expressed opinion of the U.S.A. Steel Board that industry owes an "obligation to workers to provide for maintenance of the human body in the form of medical and similar benefits".

All of which is respectfully submitted.

DRUMMOND WREN,
Member.

Dated this Twenty-first day of February, 1950, at Toronto.

Ford Pension Agreement

As the LABOUR GAZETTE went to press, word was received that the Union and the Ford Motor Company had reached agreement on a company-financed pension plan providing for payment of a pension of \$55 a month for workers retiring at age 65 after 30 years' service. Details of this agreement will be published in a future issue of the LABOUR GAZETTE.

LEGISLATIVE PROPOSALS OF LABOUR ORGANIZATIONS

Early in March the Trades and Labour Congress of Canada and the Canadian and Catholic Confederation of Labour held their annual interviews with the Federal Cabinet, and submitted proposals in regard to labour legislation and its administration. Both organizations laid stress on the problem of unemployment. The presentation of the Canadian Congress of Labour, which was made on March 31, will be summarized in next month's LABOUR GAZETTE.

Trades and Labour Congress of Canada

Emphasizing the problem of unemployment and urging a program of needed public works, the Executive Council of the Trades and Labour Congress supported by some 60 leading officers of the organization, presented its annual brief on labour and related matters to the Federal Cabinet on the ninth of March. The memorandum, read by President Percy R. Bengough, set out in abbreviated manner the Congress' support of certain Government policies and its legislative aspirations for 1950.

In its introductory remarks, the Congress commended the Government upon its activities in international affairs, particularly in its support of the United Nations and the International Labour Organization and in its completion of the North Atlantic Security Pact.

The Government's abolition of appeals to the Privy Council and the transfer of power to the Supreme Court of Canada as the final court of appeal also received the endorsement of the Congress.

In reiterating its opposition to Communism the Congress stated that it was "diametrically opposed" to Communist policies. "We believe that the most effective way of preventing the growth of Communism is by making democracy work effectively in the best interests of the people, by eliminating as much as is humanly possible the causes of dissatisfaction and the fear of want and insecurity. We note with a considerable degree of optimism the attitude of your Government to this menace abroad but we cannot escape the feeling that certain powerful groups on this continent, bent upon their own selfish enterprises, fail to appreciate the true seriousness of the problem. It is our hope that the pressure of such groups be resisted in the interests of the preservation of our democratic way of life and the continued advancement of the

standards of living of the mass of the people. In this connection we note with some alarm the failure of our financial institutions to modernize their thinking and operations to suit the needs of present day economic situations, both national and international."

Unemployment

On the subject of unemployment the Congress expressed itself as follows: "Throughout its history the Trades and Labour Congress of Canada has advocated that finance be the servant and not the master of the people. We strongly urge your Government to take steps to revamp our financial operations. We note the continued existence of hungry people in many parts of the world and their needs for food and essentials of life. In Canada our producers are losing their markets rather than expanding them, only because our financial bottlenecks prevent the necessary adjustments whereby the growing chasm between our producers and the vast potential markets for their goods could be bridged. When we see such a situation we urge your Government to find an effective solution to this problem of financing our home and Overseas business. We are not prepared to remain as quiet bystanders watching the failure of our financial operations which, if allowed to continue, in effect will definitely assist in the spread of Communism. This failure already has had unfortunate influences upon our national economy. Unemployment is rising and has reached the critical point.

"At more than twelve per cent of the working force it has reached the condition of a national emergency. Important markets for our forest products have been either lost or greatly diminished. Markets for our agricultural products have been cut

off or severely curtailed. We believe the remedy for this undesirable economic condition is in the hands of this Government. Markets for our products being available, it is our opinion the financial obstacles to the flow of our products to these markets could be removed. We urge your Government to inaugurate the necessary financial policy changes in order to stimulate our forest and agricultural industries, that will tend to establish and maintain sound employment conditions. However, there is the immediate problem of more than 390,000 unemployed workers, many of whom have no immediate prospect of a job.

"We urge your Government to take immediate action to provide employment for these people. We would remind your Government that needed public works projects were to be ready for such an emergency."

Dealing with amendments to the British North America Act, the Congress considered that the "working people of Canada have suffered very serious and unnecessary hardships because our Governments have failed to attack this major problem. It is our earnest hope that the formula finding process will not be unreasonably delayed and that amendments urgently needed and long overdue will be made quickly. Among these amendments we request that all jurisdiction over matters of health, social welfare and labour relations be placed under the Federal Government and the Parliament of Canada."

National Labour Code

In its brief the Congress reiterated that the Industrial Relations and Disputes Investigation Act was a good start in the right direction. However, the Congress did not feel entirely satisfied with all interpretations of it by responsible officials. "In particular," the executive stated, "we are greatly concerned with the interpretation being placed on the definition of 'confidential employee.' This definition is quite plain in the Act, being 'one who is employed in a confidential capacity in matters relating to labour relations.' This definition was never intended to be the same thing or have the same diffused meaning as the expression, 'hire and fire.' We request that your Government consult with the National Labour Relations Board concerning the interpretation of the status of confidential employees in relation to the definition as laid down in the Act with a view to having this definition interpreted by the Board in conformity with the provision of the Act as passed.

"We again wish to emphasize that this Act is too limited in its scope. We urge the Government to extend its provisions to cover all employees of the Government including those on hourly rates. We also wish to see its provisions broadened to cover all municipal employees.

"In regard to Government employees, we urge that any group of these who so desire be permitted to determine their own bargaining agent quite independent of any overall or currently existing body of employees to which they may belong.

"We urge that provisions for check-off of union dues be included in the Act, and that such provisions make the check-off mandatory upon the employer when and if the recognized bargaining agency properly authorizes it.

"We reiterate that effective Labour Relations legislation will be achieved only when the provisions of the Federal Act are applicable to the entire country."

The Congress again urged prohibition of the use of injunctions in labour disputes until both disputants are allowed to present their cases. It pointed out that "illness still accounts for more lost time than any other factor," and that while "every organ of news and opinion controlled by management continually urges the need for greater production as a solution for our economic difficulties at home and abroad, little is done to remove the greatest cause of lost time." The brief again called upon the Government to "establish without delay a comprehensive National Insurance Act."

Old Age Pensions

In dealing with what the brief termed "the plight of our elder citizens," it considered that the "puny pension allowed under the Old Age Pension law is far from adequate and sadly needs adjustment." Continuing, the Congress brief referred to another problem viz. the growth of private pension plans, which have provided protection for some but have nonetheless created great difficulties.

These plans have tended to immobilize the labour force and to reduce the freedom of economic movement of the individual. They have created the condition in which old age can now begin at forty years. The solution to the problem of the old age pensions themselves requires the removal of the means test, raising of the monthly allowances and a reduction in the age at which older men and women can become eligible for the pensions. The solution to the problem of industrial pensions and the freeing of the labour force from the financial

restrictions imposed by private pension plans requires the implementation of a national scheme of full social security."

The following recommendation was therefore laid before the Cabinet: Old age pensions of \$60 a month payable at 65 for men and 60 for women without the means test, and with the Federal Government taking full responsibility for old age and blind pensions. The Congress also asked for substantial increases in mothers' and widows' allowances.

Unemployment Insurance

With regard to this subject, the memorandum requested the following:—

- (1) Increase in weekly benefits.
- (2) Coverage of all workers regardless of income or type of employment.
- (3) Payment of benefits for all statutory holidays.
- (4) Clearer definition of the phrase "suitable employment."
- (5) An increase in the time limit for registration and substantial decrease in the waiting period for the payment of benefits.
- (6) Where claims have been established, the claimant to have the right to draw benefits until the amounts to his credit are exhausted.
- (7) All employees, full or part-time, to be required to deposit their insurance books with their employer.
- (8) Payment of benefits in respect of dependent persons to be made whether or not the dependent shares the same domicile.
- (9) Reduction of contributions by long-shoremen from 450 to 300 days and in dead seasons from 50 to 35 days.

Immigration

While satisfied that Canada can continue to welcome new citizens, the Trades and Labour Congress stated that it was not prepared "to endorse large scale immigration that is out of balance with our economy." Again the Congress was convinced that immigration should be the sole responsibility of the Department of Labour and at the same time advocated the establishment of an Immigration Commission with equal representation for Government, labour and management.

Government employees

The principle of the forty-hour week for all employees in Government corporations and undertakings and full recognition of their right to organize and bargain collectively were again urged by the Congress. Two other requests were the restoration of overtime payment at time and a half for Postal Department employees and a reduction in overtime for employees in the Unemployment Insurance Commission.

Attention was also called to what the Congress termed "unwarranted delays" in dealing with the matter of working conditions in certain departments, particularly the Department of Transport.

Price Control

As on previous occasions, the TLC expressed the opinion that there should be a return to price control. It recommended legislation to establish a Prices and Trade Board to reimpose price controls; subsidization of staple foods for the benefit of the medium and lower income groups; reimposition of the 100 per cent excess profits tax; and price increases only on application to the Prices Board, on which board there would be labour representation.

The Congress then drew attention to the "improvement in the stability of our economy resulting from the extension of the negotiated wage contract to large numbers of industries and employed persons. We believe that stability is the greatest factor tending to promote initiative as well as long range development of agricultural, industrial and commercial production and distribution programs. We are therefore urging your Government to extend the stability of our economy by applying the principle of the wage contract to prices."

Rent Control

Once again the Congress expressed its disapproval of the recent increase of 20 to 25 per cent in rentals, adding that it was opposed to the Government relinquishing its control of rent until the housing situation has improved.

Housing

In regard to the "critical" housing shortage the Congress made two major recommendations. It requested "the Dominion Government to undertake, in co-operation with provincial and municipal governments, a nation-wide low rental home building program financed by national credit and designed to house, under decent conditions, ex-service personnel and those in low income brackets."

The Congress considered that the 4½ per cent interest on first mortgages, as stipulated in the National Housing Act, is "excessive and uneconomical."

In concluding this section, the TLC said: "We also note the new provisions of the Act through which the Federal Government will assume 75 per cent of the capital cost and the profits or losses incurred in connection with the construction of low cost or low rental housing, the individual provinces assuming the remaining 25 per cent

of such responsibilities. However, this is only enabling legislation and the initiative must come from the provinces or lower levels of government. We urge further amendment of this Act at this session of Parliament so that the initiative for such imperative projects will come from the Dominion Government as it rightly should."

Taxation

The Congress questioned "the justification of taxing people in the lower income brackets," and requested that the present income tax exemption be raised to \$2,400 per year for married persons and \$1,200 per year for single persons, that the exemption for each child be \$400 and that no portion of family allowance be taxable, irrespective of income.

At the same time, the Congress reaffirmed its request for the removal of all sales taxes and requested the exemption of union dues from income tax.

Other Recommendations

(1) Revision of Cost-of-Living Index.

(2) Greater Federal responsibility in aiding education in all its aspects. The Congress endorsed the Canadian Teachers' Federation in their request for Federal aid for education on a per capita basis.

(3) A Canadian Bill of Rights assuring every individual "freedom of speech, freedom of assembly and association, freedom of worship, freedom of the Press, freedom from arbitrary arrest and detention and equal opportunity for all, regardless of race or national origin, colour or creed.

(4) The Federal Government to appoint a non-partisan board or commission to formulate and implement a nationwide program of education on Canadian citizenship with the aim of eliminating racial and religious discrimination.

(5) Continued maintenance of the Canadian Broadcasting Corporation as a government-owned utility, but with increased Labour representation on its directorate.

(6) Railway repair shops at car repair points for all Canadian railways.

(7) The use of the Allied Printing Trades Label on all Government and parliamentary printing.

(8) Extension of all rights, privileges and recognition, enjoyed by other volunteer service men, to the Canadian Corps of Overseas Fire Fighters.

(9) Establishment of a Canadian coast guard service.

(10) (a) Abolition of the practice of combining duties of radio officer with other classifications.

(b) Adoption and implementation of radio section of International Convention for the Safety of Life at Sea, 1948.

(c) Application of same requirements regarding radio to ships on domestic voyages on the West Coast as those governing Canadian ships on International voyages.

(11) Extension of the franchise to all citizens over the age of 18 years.

In its concluding remarks the Congress made the following statement:—

We would reiterate that these views and requests are being made at a critical time for all our people. The outlook for trade and employment is far from what it was a year ago. We strongly urge that more effective efforts be made to expand our export trade as a means of stimulating our economy and the demand for the services of our working people. We again request that public works projects be started immediately to absorb those already without work. This is the greatest challenge of the moment. How it is met by your Government can influence the entire development of our social and political life in the future. With the ever present threat to our Canadian ways, both from without and within our country, none of us, including your Government, can afford to trifle with the situation.

Government's Reply

The delegation was received by the Rt. Hon. Louis St. Laurent, Prime Minister, and the following members of the Cabinet: Rt. Hon. C. D. Howe, Minister of Trade and Commerce; Hon. L. B. Pearson, Secretary of State for External Affairs; Hon. J. D. Abbott, Minister of Finance; Hon. J. J. McCann, Minister of National Revenue and Minister of Mines and Technical Surveys; Hon. Paul Martin, Minister of National Health and Welfare; Hon. L. Chevrier, Minister of Transport; Hon. Stuart Garson, Minister of Justice; Hon. E. Rinfret, Postmaster General; Hon. G. Bradley, Secretary of State; Hon. W. Harris, Minister of Citizenship and Immigration; Hon. H. Lapointe, Solicitor General; and Mr. Paul E. Côté, Parliamentary Assistant to the Minister of Labour.

In commencing his reply, the Prime Minister, Rt. Hon. Louis St. Laurent stated: "We all regret that the Minister of Labour is not with us. But I am happy to say he has had a restful and healthful holiday and expects to be back on duty early next week and he is now quite as well as at any time since he became a member of this government."

He considered that the submission while it represented quite a proportion of organized workers also was indicative of the aspirations of a large unorganized group of workers.

He disagreed that the general conditions were such as those pictured in the gloomy parts of the brief.

Dealing with the trade picture, he pointed out that dollars and sterling are only symbols of what can be obtained in goods and services. Trade difficulties, he attributed to the inadequacy of distribution of goods and services, rather than a shortage of dollars.

"There would be markets for our products," he asserted, "if those who take our services could give us something we could take and use. It is something about which all Government Departments are doing their best, but it also requires something which requires action by the people themselves."

He emphasized his point by referring to the "gentlemen adventurers of England" who organized the fur trade and added: "We have got to have gentlemen traders to go out and organize this interchange of goods and services. We have got along fairly well on our system of private enterprise, and I do not know that government trading is the cause of our present difficulties. Government trading is not the answer to restoring multilateral trading throughout the world.

"Take the profit motive out of trade and you haven't any trade. We must still be adventuring in trade."

Dealing with unemployment, the Prime Minister, while stating that it had been larger than usual, attributed it mainly to two major factors—climatic conditions and reduction of inventories. On this point he said: "The cause is not altogether seasonal but has been contributed to by a spirit of fear. There was a diminution of trade to the South and it was considered risky to have big inventories. Consequently, in some cases, inventories are low but they are going to be rebuilt and will be a factor in the optimistic outlook for the immediate future."

The Prime Minister challenged the Trades and Labour Congress statement of 12 per cent of the working force unemployed, pointing out that that would represent about 600,000 unemployed. He disagreed that such was the case. "While it is not a matter of exact information to the decimal," he suggested it was closer to 350,000. He considered that "the trend since February 9 had been downward and is set in that direction."

He doubted the efficacy of large scale projects at this time and considered that it would not add to the total of construction in this country—a point which the Finance Minister carried further in his remarks later.

"Our business surveys," the Prime Minister observed, "indicate projected construction to the extent of three billion six hundred million."

Continuing, the Prime Minister pointed to the increase in capital investment in this country. "No nation in the world has done so much in capital investment as Canada. An increase of 10 per cent is considered normal, but we are up to 22 per cent."

Several recommendations in the Congress brief involved constitutional amendments. In this respect the Prime Minister told the delegation that "you can do more to bring about constitutional changes than we can. They have got to come by the pressure of public opinion. No government is going to take the lead in giving away its jurisdiction. But we are all of the same Canadian nation and when enough of us get together on something it gets done."

This development of public opinion, he stressed, in the brief's recommended amendments to the Unemployment Insurance Act, Old Age Pensions and other social security measures.

Of unemployment insurance, he noted that the built-up fund of 600 million dollars gave a good measure of guaranteed security to the labour force of the country, and he hoped it would remain a stabilizing feature of the national economy.

As regards a requested abolishing of the means test for old age pensions the Prime Minister asserted that "we cannot impose direct taxation for such social services without an amendment to the constitution."

Mr. St. Laurent then referred to a statement in the brief which stated that in the view of some experts on Commonwealth defence a "broad and extensive education of our people is of greater importance than the existence of large military forces."

The Prime Minister answered that without military outlay Canada could not maintain its share as a signatory to the North Atlantic Pact, which he declared was "a premium against war. It won't do us any good just to sign a pact. All those in it must make any potential aggressor feel that it would be unhealthy to start anything against us," he asserted. Referring to the 425 million dollars in the Budget for preparedness he said that the Government would like to use that for other purposes, but under the circumstances it could not.

He pointed out that the total budget of 2 billion, 300 million, included something in the order of 700 million for social measures. "None of us contemplate any reduction in that, for it all represents money well spent," but, he added, that "the amount susceptible of being varied" (out of the total budget) is of small proportion."

On price control he said it was not possible within a general contract, "and neither you or we want wage control." He considered that the less government interference with collective bargaining, the better, and he doubted "if we attempted to have collective bargaining between producers and consumers" if prices would come down. Referring to the Congress advocacy of the principle of wage contracts being applied to prices, he considered that since, in the past, wage contracts had worked toward higher wages, it could be expected to have the same effect on prices.

With rent control the Government had tried to strike a happy medium. It had, he thought, "avoided much more serious hardship than had the controls lapsed entirely."

On the whole field of legislation he observed: "We look upon government as a trust which we are trying to operate for the whole nation. We have never attempted to make the police force the enforcing agency of legislation. It must be accepted by a majority of reasonable-minded people."

Regarding the recommendations of the Congress on taxation and excess profits, the Prime Minister stated that excess profits taxes could not be continued on the same basis as during the war because the conditions of war are different from those of today.

On the question of "collecting most of the taxes from those least able to pay them," Mr. St. Laurent said that the majority of people in this country are in the lower income brackets and if we taxed only those with \$25,000 or more the revenue collected would be puny. He said he did not know of any country where the level of income is so uniform, i.e. where income is so evenly distributed, as in Canada.

He pointed out that in the past year there had been a substantial reduction in the income tax together with an increase in exemptions. He intimated that the Finance Minister might not have the balance he desired if there were any further reductions in the income tax structure.

Criticism of the cost-of-living index was countered by the Prime Minister's statement that "while it may be that the basis is not truly representative, and that its mathematical accuracy may at times be questioned, yet it does indicate the trend in rising and lowering costs."

Under the heading of "National Labour Code" the Congress brief made a number of recommendations among which was its extension to municipal employees. On this section of the brief the Prime Minister expressed himself as follows. "I would suggest you foster that idea (that the Code

cover municipal employees) and get public opinion to the point that it is the right thing to do, and then the provincial administrations will agree with you."

As regards the prohibition of injunctions in labour disputes, the Prime Minister could not recall the utilization of the injunction in any recent industrial disputes to which the Federal Labour Code applies.

The Minister of Trade and Commerce, the Rt. Hon. C. D. Howe, told the delegates that the brief was "unduly pessimistic." On his recent visit to Europe he had seen nothing to indicate pessimism in our markets abroad. "I came back feeling that the continent was in a better position to resume normal trading than at any time since 1947, and when Marshall Aid ends we need not fear about getting rid of our surplus," he said.

Hon. Lionel Chevrier, Minister of Transport, replied to the representations affecting that Department. In regard to establishing of a Canadian coast-guard, he said this matter was under study by a committee, and he thought it would favour the co-ordination of East and West coast services.

Regarding the complaint that radio officers had their duties combined with other functions, he said an amendment to the Canada Shipping Act would rectify this.

The Minister indicated that the Government favoured the implementation of the Safety of Life at Sea Convention and that it would be done by amendment to the Canada Shipping Act. He regretted the delays in reclassification of employees at Gander, and instanced the difficulties in the situation there.

Referring to the recommendation of Congress that all ships be compelled to install modern fire fighting equipment, Mr. Chevrier stated it was the intention to bring into effect some of the recommendations of the Kellogg Commission investigating the *Noronic* disaster.

Hon. Paul Martin, Minister of Health and Welfare, who was representing the Minister of Labour, stated at the outset: "No one is happier than myself in regard to the Prime Minister's announcement that the Hon. Mr. Mitchell is returning, restored in health. During my association with the Department of Labour I have learned something of the great responsibilities which Mr. Mitchell has carried."

After pointing to the increased coverage by recent amendments to the Unemployment Insurance Act, the Minister dealt with the request of Congress for an all-embracing social security Act on a contributory basis.

He first pointed out that it was not within the competence of the Federal Parliament and that the Prime Minister

had already indicated how it was necessary to have public support. Every country had adopted its program step by step, "and that is what we have been doing," he said, adding that "it is by no means insignificant." He quoted one billion dollars as the amount spent on health and welfare benefits in this country.

He noted that in California they are retracing some of their social security benefits. They are also talking along the same line in New Zealand and in France they had to do the same thing. There is retrenchment in Britain's health program.

"We are setting up a Committee now, not for delay, but to give Parliament and Labour the facts.

"Our old age pension system, even with its inadequacies will compare with any country in the world. Our means test is less rigid than in New Zealand and more generous than Great Britain's.

"I have been told that what we need is an orthodox old age retirement plan such as in the United States. If that is what Labour wants I would not hesitate to

recommend it because, while it is comprised of employer and employee contributions, there is no contribution whatsoever from the State. It would relieve our Federal Government of an expenditure of about 130 million dollars.

"The important point to note is that it is a two-way contribution only, but in our country it comes out of the general tax fund.

"We are spending a billion dollars in Canada on social welfare of which 800 million comes from only one source—from our people.

"I ask are we now ready to add for old age pensions alone another \$850,000,000?

"Then you ask for health insurance. We can only do things within our capacity."

The Finance Minister, Hon. Douglas Abbott, referring to the proposal for a public works program to relieve unemployment stated "there was no financial problem at all, but that the construction industry was pretty well taken up and any further public construction would not add to the over-all volume.

Canadian and Catholic Confederation of Labour

The Canadian and Catholic Confederation of Labour representing close to 95,000 members, submitted its annual memorandum to the Federal Cabinet on March 10, 1950.

The large delegation under the direction of Gérard Picard and Jean Marchand, respectively President and Secretary of the Canadian and Catholic Confederation of Labour, was received by the Prime Minister, the Rt. Hon. Louis St. Laurent assisted by the following: Hon. Alphonse Fournier, Minister of Public Works; Hon. D. C. Abbott, Finance; Hon. Brooke Claxton, National Defence; Hon. J. J. McCann, Mines and National Revenue; Hon. Milton Gregg, Veterans Affairs; Hon. Lester B. Pearson, External Affairs; Hon. Hugues Lapointe, Solicitor General; Hon. Edouard Rinfret, Postmaster General; and Mr. Paul Emile Côté, Parliamentary Assistant to the Minister of Labour.

Following the preliminary remarks made by Gérard Picard who thanked the Government for having appointed a French editor to the *LABOUR GAZETTE* "the standard of which has been improved and the delivery accelerated", the Secretary-General of the CCCL, Jean Marchand, read the memorandum. He set it aside for a moment in order to plead more specifically the case of

the unemployed of the town of Lauzon where the main industry is shipbuilding.

Unemployment

After stressing that unemployment is already affecting the Canadian working class and stating that the unemployed are not responsible for the confused situation into which they have been thrown, the CCCL memorandum went on to state precisely that unemployment is not a political phenomenon but an economic one and that it is on the latter plane that efforts must be made to check it.

"The first responsibility of unemployment therefore rests with those who direct economic activity. In a free enterprise economy, this responsibility is very divided. The CCCL notes that the majority of those responsible for economic activity, act too often without thinking, being content to benefit from the advantages of the system while putting aside the responsibilities.

"They will surely not be able to maintain their influence on the national economy if the people are not convinced, by some action, that private enterprise is not interested only in profits, but equally in the welfare of the nation and its security. The example of the principal European countries should impel it to avoid the errors which caused its downfall in those

countries. The favourable declarations of public men will not suffice to hold it in place.

"As the Canadian economy depends to a great extent on export markets, it would be unjust to place on those who direct it, all the responsibility of the situation we deplore. The CCCL, however, is convinced that they could interest themselves more in the problem and not throw the task of settling it to governments alone.

"The governments can lessen partially the consequences of unemployment by relief or public works; they may also try to diversify our export markets in order to stabilize our economy; but their action will always be subordinated to the efforts that private enterprise will make to solve the problem of unemployment."

The CCCL submitted the following suggestions to solve or lessen the unemployment crisis:—

- (a) That the Federal Government, through its trade commissioners, try to diversify as much as possible, our export markets;
- (b) That the Federal Government, with the help of the other public authorities, undertake without delay public works to stimulate economic activity;
- (c) That the Federal Government create an Economic Council, on which would be represented public bodies, employers and labour unions, to study the true causes of unemployment and submit adequate solutions;
- (d) That the Federal Government urge employers to furnish as much work as possible, taking into consideration existing collective agreements, and that Government publicity state its responsibility in this domain.

In its memorandum, the CCCL congratulated the Government on the improvements it has just made in the Unemployment Insurance Act in order to meet the present crisis. The CCCL undertook to meet the Unemployment Insurance Commission later to submit to it other propositions.

Housing

In connection with housing, the memorandum included the same recommendations as were contained in the memorandum submitted to the provincial authorities in Quebec, on March 2 (see below).

The CCCL repeated that it approves the propositions made by the Federation of Housing Co-operatives of the Province of Quebec (*La Fédération des Coopératives d'Habitation de la Province de Québec*) to the effect that a system of contributions be instituted by the authorities concerned (25 per cent from the municipalities, 37½

per cent from the Provincial Government and 37½ per cent from the Federal Government).

The CCCL believed that it would be an opportune time to form a Central Housing Committee for each of the Provinces on which public bodies, labour unions and employers would be represented, in order to better co-ordinate the efforts and facilitate the application of the different housing laws.

Income Tax

The CCCL expressed the opinion that, provided certain slight changes are made in the income tax set-up, the Government could maintain its revenues and at the same time reduce taxes for wage-earners who fall in the lower taxable brackets. The fact that under the present law, "capital profits are not taxable," was said to constitute an injustice to the workers.

The CCCL contended that the subtle distinction that the law makes between income and capital profits is only an encouragement to evade, and that the Government could no doubt recover far more appropriately, through taxation on profits, the revenues that it would lose by an increase in individual exemptions.

The CCCL made the following suggestions in the matter of individual exemptions which would have as a result the reduction of the burden on heads of families.

"Under the present system, when a married man and his wife work, they are considered, for taxation purposes, as single, and each benefit from the individual exemption for the single person.

"If the husband is the only wage-earner or if his wife's income is less than \$250 a year, he benefits by an individual exemption double that of the single person.

"Now, because of the progressive rate of income tax, it happens that the husband who is the only wage-earner, is often in an inferior position compared with a family in which the man and the woman work. In other words, if in both cases the taxable family income is \$4,000 (other conditions being comparable), the former pays more income tax than the two others together.

"This appears to be an anomaly and shows a lack of appreciation for the merit of the mother who stays at home to raise the children. We do not wish to infer by this that women who work are deserting their homes; many are obliged for various reasons to increase the family income. But we do not see why the Income Tax Act considers on a different basis these two cases and gives a definite advantage to the second.

"The CCCL therefore suggests that the taxable family income could be considered by the law as having been earned equally by the husband and the wife and that both could produce their income tax report as though they were single and benefit from the exemptions provided for this latter class. Obviously, the father would continue to profit from the exemptions allowed for dependents.

"This formula would apply not only in the case where the man alone works but equally in cases where both parties receive an income over the minimum required. It would only be necessary to add the two incomes, divide them by two and consider the answer to this calculation as the individual income of both the husband and the wife."

The CCCL proposed that the people affected by this suggestion could choose either the existing method or the method outlined above.

Independence of Canada

The CCCL commented that the abolition of appeals to the Privy Council and the right that Canada now has to amend her constitution, "make our country a sovereign nation to which we have new reasons for being proud to belong" and expressed the hope that the present Government would proclaim the complete independence of Canada in order to make it an autonomous republic.

The Confederation believed also that the time was ripe to give Canada the "attributes of a sovereign nation" such as a flag and a national anthem. It suggested that the Canadian flag should not include any "foreign emblem" and should be truly a symbol of independence. As to the national anthem, the CCCL proposed that the song "O Canada", be designated as the official national anthem.

Vatican Representation

On the occasion of the Holy Year, the CCCL suggested to the Federal Government that an Ambassador be named to the Vatican.

Religious Persecutions

The CCCL said that it deplored, "along with the Canadian Government," the religious persecutions which continue to take place in the sphere of Russian influence. It urged the Government to continue its protest and to support the United Nations in all the procedures that it takes to restore religious liberty in the countries that have suppressed it.

Internationalization of Jerusalem

The CCCL following the request formulated by His Holiness Pope Pius XII, expressed itself as favouring the internationalization of Jerusalem. It inquired as to the reasons motivating Canada's attitude on this question.

Protection of Canadian Industry

The Confederation hoped that the Government would continue to protect Canadian industries against foreign competition, as long and as much as the stability and prosperity of these industries require it.

Old Age Pensions

The CCCL suggested increasing to \$50 per month the old age pension, and lowering the pensionable age to 65 years for men and 60 years for women. This last suggestion was in conformity with a recommendation of the International Labour Office.

The memorandum suggests also that the pension should be left intact when the annual income does not exceed \$500. Moreover, when a wage-earner receives an income of less than \$1,000 yearly from a contributory pension fund, the CCCL asked that he be not deprived of the advantages of his old age pension.

Military Training and Immigration

The CCCL stated again that it is against compulsory military training in time of peace. It requested the Government to reduce to a strict minimum the entry of immigrants into the country, in view of the unemployment situation which prevails in Canada.

Labour Gazette

The CCCL thanked the Government for having appointed a French editor to the *LABOUR GAZETTE* and expressed its satisfaction for the improvements made to and the rapid delivery of, this monthly publication of the Department of Labour.

Mr. Gérard Picard, president of the CCCL interrupted the reading of the memorandum to congratulate the Prime Minister and the Government on the happy results of the Federal-Provincial Conference held in Ottawa last January.

Prime Minister's Statement

In his reply, the Rt. Hon. Louis St. Laurent dwelt on each of the points brought up in the memorandum of the CCCL. The Prime Minister took advantage of the opportunity to outline the basic principles which motivate the Government's

action and its policy to maintain balance and stability between the different classes of society, to seek the most acceptable middle course between conflicting interests and to avoid everything which may jeopardize national unity.

Unemployment

The Prime Minister stated that pessimism should be done away with and that fear of an economic crisis was enough in itself to slow up activity and give rise to a depression. He advised the leaders of the Canadian and Catholic Confederation of Labour to work towards the maintaining of confidence amongst all ranks of the population.

"The unusually high level of unemployment this winter," pointed out the Prime Minister, "has already begun to ease during the past two weeks. And the Government expects that in the next month or two, the Unemployment Insurance Fund which, for the first time in close to ten years, had given out more money than it had received in February, will start increasing again. If we yield to fear and pessimism, if we are afraid of the future and if our industries are content merely to take means to prevent losses, we will only hasten an economic depression."

Mr. St. Laurent recalled that since the end of the war, Canada had spent over \$14,000,000,000 for industrial improvements representing investments of capital. The estimated total for expenses of this kind this year equalled at least \$3,600,000,000.

For that reason, the Government still believed it advisable to delay further the large program of public works planned even before the end of the war and held up in order to leave workers and materials at the disposal of private enterprise. Mr. St. Laurent stated his conviction that government interference would not add to the total volume of construction and that the Government would be well advised not to undertake this year any but the works considered necessary and urgent.

When the abnormal unemployment situation developed this winter, the Federal Government tried to speed up its own works but it was already too late to correct the situation in this way. Supplementary benefits now available to 100,000 unemployed workers, would be of great help "because conditions in our country are such that we will always have unemployment during the months of January, February and March."

The Prime Minister mentioned as an example, the pessimism of the pulp companies which feared a decrease in the demand for newsprint and which decided

to cut their inventories with the result that, this winter, the number of jobs available in logging, was lower than that of last year, by 25,000. Yet those fears were, so unfounded that the sale of newsprint was higher in 1949 than ever before and there now existed a demand for all the wood pulp available.

Mr. St. Laurent added that this was not the only case of its kind. "The Liberal Government is not a socialist government and therefore, it is private enterprise and not the State which must undertake works which will help maintain a high level of employment. But industry must not give in to unfounded fears because the economic outlook is still bright."

Foreign Trade

In answer to the recommendations contained in the memorandum of the CCCL to the effect that the Federal Government should do everything in its power to diversify our foreign trade and thus maintain full employment, the Prime Minister assured the delegates that that was already being done and that our Trade Commissions were working without respite in order to multiply and diversify our export markets. Nevertheless, he reminded the CCCL delegates that "if we wish to export we must realize that we shall have to accept imported products in return. The exchange of bank notes is not enough, these bank notes must be exchangeable for goods."

The Housing Problem

The CCCL memorandum claimed that the initial payment is too high for the lower-paid workers who wish to become property-owners. In this matter, Mr. St. Laurent pointed out that at the last session of the Federal Government, the initial payment had been reduced by half. According to the newspapers, Mr. Leslie Frost, Prime Minister of Ontario was thinking of reducing the initial payment to nothing. "If Mr. Frost succeeds, this will be an example which you will be able to recommend to other provincial administrators."

Rent Control

The memorandum criticized the 18 to 22 per cent increase which landlords are authorized to make. On this point, Mr. St. Laurent stated that, at any rate, rent control must sometime disappear and that it must disappear gradually. The increase authorized last fall was superior to any which would have resulted from the suppression altogether of the control. At any rate, the Government is not infallible "but the

mistakes that it does make are not the result of ill will, nor are they caused because the Government does not feel, like the next fellow, the proper concern for the maintenance of balance and stability between the conflicting interests within the nation." The Government showed the same concern in the income tax set-up.

National Unity

As regards the ticklish question of the appointment of an ambassador to the Vatican, Mr. St. Laurent stated that there would certainly be advantages for Canada in having a representative at the Vatican. But to benefit by these advantages, the appointment must not be made at a time when it would stir up a religious controversy in our country. It would be preferable to wait for more auspicious circumstances.

The same line of thought applied in connection with the choice of a national flag and the adoption of a national anthem.

It was better to delay some more in order to choose a flag which would be a symbol of unity and not a fire-brand.

In connection with the internationalization of Jerusalem, Mr. St. Laurent made it clear that the Government was in favour of it, in principle. Those who supported the resolution towards that purpose at the United Nations were not ready to raise an army to enforce it. Considering the situation, the Canadian Government had deemed it advisable to temporize in order to obtain

suitable conditions which would allow Christians to enter the Holy Land in all security.

Imposition of a Tax on Capital Profits

As for the above, Mr. St. Laurent stated that if the Government adopted the measure, it would also have to grant deductions for losses of capital and it was doubtful whether on the whole the Treasury would profit by the operation.

Compulsory Military Training

There is no danger that the Government will inaugurate compulsory military training in peacetime, Mr. St. Laurent said. "We already have to spend \$425,000,000 per year for defence purposes and it would certainly be impossible to start compulsory military training with that amount."

Immigration

Mr. St. Laurent believed that immigration into Canada would continue. He said that the Labour Department is presently studying a new plan of selective immigration, and hoped that amongst the immigrants, an adequate number would be assimilated into our group.

In closing, the Rt. Hon. Louis St. Laurent recommended that the CCCL do its share so that the public will remain optimistic. "If confidence is maintained in all ranks of the population, economic activity will continue at a high enough level to assure the continued prosperity of the country."

Views of Provincial Labour Organizations

Summarized below are the legislative proposals of labour organizations in British Columbia, Manitoba, and Quebec, as submitted to their respective provincial governments.

British Columbia Executive (TLC)

The British Columbia Executive of the Trades and Labour Congress of Canada submitted legislative proposals to the Premier of the Province, Hon. Byron Johnson, and members of his Cabinet on January 31, 1950.

Before presenting specific legislative requests, the Executive expressed its concern with the unemployment situation. While recognizing that this problem was primarily "one that should be met by the Federal Government," it was hoped that the Provincial Government would "urge immediate action in assistance to the unemployed and long range planning to avoid this condition in future." However, it was the opinion of the Executive that there were many projects that could be undertaken by the

Provincial Government "which would bring immediate relief."

Industrial Conciliation and Arbitration Act.—Early in January the Executive presented a special brief to the provincial government which embodied specific suggestions for amending this Act. (A synopsis of this brief was published in the March issue of the *LABOUR GAZETTE*, p. 327.)

Old Age Pension Act.—In the opinion of the Executive, "the glaring inadequacy of the Old Age Pension Act to meet even the basic needs of our senior citizens has too long gone unheeded." The following amendments were urged:—

(1) raising the minimum payment to \$60 per month; (2) reducing the eligible age

to 60 years for women and 65 for men; (3) abolition of the means test; (4) lowering of residential qualifications to 15 years in Canada; (5) making the Act contributory and applicable to all senior citizens and, in addition, to the blind or totally disabled over 18 years of age; (6) discontinuing the practice of combining the Old Age Pension Act with the Parents Maintenance Act; (7) elimination of the practice of placing liens on the homes of pensioners; (8) establishment of community homes for the aged with adequate provision for married couples to live together; such homes to be under the supervision of the federal government and to provide hospitalization and full medical care.

Automobile Insurance.—It was submitted that since automobile insurance was in effect compulsory, to leave the fixing of rates to private business, was to make possible the charging of excessive rates. The Executive, therefore urged that "the provincial government assume the administration and control of automobile insurance, with special reference to the 'Proof of Financial Responsibility' section in the British Columbia Motor Vehicles Act."

Hours of Work and Minimum Wages.—The Executive requested that horticultural and domestic workers and ambulance drivers be included under the Hours of Work Act and also under the Minimum Wage Act. It was recommended that the maximum work-week be set at 40 hours with no reduction in take-home pay and that a basic minimum wage of 75 cents an hour be provided.

Annual Holidays Act.—The Executive asked for the inauguration of a system requiring employers to contribute four per cent of their employees' wages to provide for two weeks' annual vacation with pay for all workers in the province.

Hospital Insurance Act.—It was urged that the Hospital Insurance Act be amended to include all persons in receipt of pensions that do not exceed \$100 a month. This suggestion was designed to benefit particularly, those pensioners for whom the government does not pay the mandatory premiums required by the Act. In addition, it was asked that the practice of charging hospital patients private and semi-private rates when they could not be accommodated in public wards be discontinued. It was suggested further, that a Commission be set up to administer the Hospital Insurance Act; and that the cost of anaesthetic treatments and the cost of transportation to centres where specialized treatment could be obtained be paid by the government under the terms of the Act.

The Executive expressed concern with regard to the pay received by student nurses, which it was held, was barely sufficient to maintain a decent standard of living. To correct this, the suggestion was made that student nurses should be included under the provisions of the Apprenticeship Act.

Other Recommendations.—Among other requests made by the Executive were: (1) the reduction of the voting age to 18 years; (2) the discontinuance of the tax on meals served in bunk-houses; (3) the establishment of a British Columbia plumbing code; and (4) government supervision of existing company towns and the prohibition of the establishment of additional ones.

CCL Unions in Manitoba

A delegation from the Winnipeg Labour Council, Brandon Labour Council and the Canadian Congress of Labour waited upon the Premier of Manitoba, Hon. D. L. Campbell and members of his cabinet recently, to suggest amendments in existing legislation affecting labour.

In a preliminary statement, the delegation declared that unemployment problems in Manitoba were "serious" and warranted immediate action by the Provincial Government at the forthcoming session of the legislature. One method suggested to relieve unemployment was a public works program.

Labour Relations Code.—The delegation recommended that the following amendments be made to the Labour Relations Code:—

- (1) that provincial civil servants be given collective bargaining privileges;
- (2) that policemen be permitted to organize;
- (3) that the government should put a controller in charge of the business of an employer who wilfully disregards an order of the labour board;
- (4) that the check-off and union security be defined and explicitly provided for in the code;
- (5) that employers be forbidden to change wage rates or conditions after an application for certification has been filed with the labour board, unless the certified bargaining agency gives its consent;
- (6) that the voting procedure for selecting a bargaining agency by a group of employees be clearly outlined and provide specifically that the choice be determined by the majority of the votes cast and not by the majority of those eligible to vote.

Workmen's Compensation Act.—Suggested changes in the Workmen's Compensation Act included:—

- (1) compulsory coverage for all working people in the province;
- (2) compensation to an injured workman to the extent of 100 per cent of his earnings;
- (3) the designation of dermatitis as an occupational disease.

Vacations-With-Pay Act.—The following amendments to the Vacations-With-Pay Act were recommended:—

- (1) that the present regulation establishing one week's vacation with pay for workers be changed to provide for a minimum of two weeks' vacation with pay;
- (2) that an employee, upon separation from his employment receive, in addition to pay for his services, a *pro rata* vacation payment corresponding to the portion of the year he has worked;
- (3) that legislation be enacted at the next session of the legislature to provide for eight statutory holidays with pay for all workers in Manitoba.

Other Recommendations.—Among other suggestions and recommendations made by the delegation were the following:—

- (1) social security legislation to provide protection against unemployment, sickness, accident, disability, old age and family risks and free medical, surgical, dental and hospital services;
- (2) that more inspectors be employed to enforce the provisions of the Minimum Wage Act, the Factories Act and the Hours of Work Act;
- (3) that education be provided free, from the nursery up to, and including the university;
- (4) that a provincial department of co-operatives be created;
- (5) that a Bill of Rights be enacted for the province of Manitoba;
- (6) that the government take over rent controls and co-operate with the municipalities in a housing program;
- (7) that a permanent commission be appointed to conduct a continuing study of seasonal unemployment in Manitoba.

Manitoba Executive Committee (TLC)

A joint deputation from the Manitoba Executive of the Trades and Labour Congress of Canada, the Winnipeg District Trades and Labour Council, the city of Brandon Trades and Labour Council and the Flin Flon Trades and Labour Council,

presented to the government of Manitoba, in January, suggestions designed to improve labour and social legislation.

Social Security.—The deputation urged the Provincial Government "to redouble its efforts to impress upon the Dominion Government the dire need for early implementation" for overall social security legislation on a contributory basis. It was claimed that in the interest of efficiency and economy, such legislation should be under a single administration. It should "guarantee to every citizen a satisfactory retirement pension without any 'means test'; adequate income and medical care during illness; 100 per cent compensation for injury from accidents, whether in industry, the home or on the highways; adequate insurance against unemployment; allowances for children; and proper maintenance for widows, blind persons, and others who are so handicapped that the earning of a decent livelihood is impossible."

In order to facilitate the provision of these benefits, it was urged that "greater assistance be given to municipalities for the construction and maintenance of hospitals; the integration of curative and preventive medical services, the education and training of sufficient skilled personnel to guarantee to every citizen the medical, surgical, dental and nursing care he may require."

Labour Relations.—It was contended that:—

- (1) seniority and pension rights of workers should be protected under the Manitoba Labour Act in the same way that such rights are protected by federal legislation;
- (2) the section in the Act which prevents the affiliation of police organizations should be repealed;
- (3) "extra-provincial" companies whose Boards of Directors do not meet in Manitoba, should appoint Manitoba representatives clothed with authority to bargain collectively and enter into collective agreements that would be binding on the companies;
- (4) provision should be made in the Act for the check-off of union dues;
- (5) a member of the provincial legislature should be permitted to accept an allowance for expenses incurred while acting as a member of a Conciliation Board, without endangering his rights as a member of the legislature;
- (6) the Labour Relations Board should be given the responsibility for the prosecution of persons violating the Act;
- (7) government employees, including employees of government commissions and boards, should be given the right to organize and to bargain collectively;
- (8) the issue of injunctions during the course of a labour dispute should be prohibited;

- (9) fifty-one per cent of the votes actually cast in a vote to select a bargaining agency should determine the organization to be certified;
- (10) conciliation procedure should be speeded up and penalties provided for employers who deliberately cause delays in order to defeat the intention of the Act.

Workmen's Compensation.—The delegation re-stated former submissions asking that accident prevention services be administered by the Workmen's Compensation Board.

A request was made that the Workmen's Compensation Act be revised to provide for the filing of claims after 12 months have elapsed, when it can be proven to the satisfaction of the Board that the claim is a *bona fide* result of an accident treated previously by a physician who failed to file a report thereon to the Board.

Upward revision in the pensions paid to widows or invalid widowers from \$50 to \$60 per month was urged, and \$25 per month be paid for each child under 18 years of age, or each child who is completing a high school education, university, or technical school training.

Other changes suggested in the Act included (1) increasing the maximum amount in calculating average earnings and earning capacity of a workman to \$3,000 per year; (2) making available chiropractic treatment to workers in industry who come under the Act; (3) bringing under the Act occupational hazards such as skin diseases and diseases causing irritation to the lungs; (4) coverage for farm labour.

Minimum Wages.—The deputation expressed appreciation of the improvements made in the Minimum Wage Regulations during the past year, but requested that more inspectors be employed to enforce present rates and conditions. It was again urged that the Act be amended to provide for a minimum wage of 75 cents an hour with equal pay for equal work and that a 15 per cent higher rate be established for the Flin Flon area, inasmuch as living costs were higher in that district. The opinion was expressed that workers in hospitals and charitable institutions should be included under the Minimum Wage Regulations.

Fair Wage Act and Hours of Work Act.—It was asked that all Manitoba industries be brought under the terms of the Fair Wage Act.

It was held that the Hours of Work Act and regulations thereunder should be amended to give the Manitoba Labour Board power to collect wages due to a workman who had not been paid overtime in accordance with the terms of the Act.

Vacations with Pay.—Inasmuch as labour was dissatisfied with present vacations with pay legislation and did not consider one week's vacation adequate, the delegation asked for an extension to provide for two weeks with pay, the equivalent of four per cent of earnings. It was suggested further, that the stamp credit system used in the city of Winnipeg be extended to cover the entire province.

Old Age Pensions.—Pending the enactment of legislation on a national basis, the provincial government was asked to increase present pensions by ten dollars per month; this to be applicable also to blind and disabled persons.

Unemployment.—Asserting that there was serious unemployment throughout Canada, the deputation requested immediate governmental action on a federal and provincial basis. The Provincial Government was asked to assist municipalities to institute public works projects.

Housing.—The Provincial Government was urged to undertake, in co-operation with federal and municipal authorities, a low-rental home building program to provide adequate housing for ex-service personnel and those in the low income brackets, together with strict control of rents. In addition, the provincial government was asked to require the federal government to re-instate the home-improvement plan and to institute a system that would enable persons with small incomes to purchase homes on a long term basis at low interest.

Apprenticeship.—The government was requested to amend the Apprenticeship Act so as to make it necessary for an employer to pay the apprentice attending technical or vocational classes the difference between the \$11 per week now stipulated in the Act and the amount the apprentice would receive if working during the school period.

Other Requests.—Among other matters dealt with by the deputation were:—

(1) amendments to the Manitoba Election Act designed to improve methods of enumeration and granting workers three hours off on election days without loss of pay, to exercise their franchise; (2) the adoption of measures to assure that wiring of farm homes be done only by qualified, licensed electricians; (3) that the provincial government urge the federal government to raise the minimum exemptions for personal income tax to \$1,200 for single persons, \$2,400 for married persons, with exemptions of \$400 for each dependent; that no portion of family allowances be refundable to the government; and that trade union dues be allowed as a deduction

from income; (4) amendments to the Highway Traffic Act to provide stricter regulations in the granting of drivers' licences, and the installation of danger signals at all railway crossings; (5) amendments to the Automobile Insurance Act to place the issuance of all automobile insurance in the province under the government; and (6) suggesting that the Federal Government be urged to enact a National Bill of Rights.

Quebec Provincial Federation of Labour (TLC)

The Quebec Provincial Federation of Labour, which includes affiliates of the American Federation of Labour and of the Trades and Labour Congress of Canada, submitted its annual brief to the provincial authorities on March 1, 1950. The delegation was received by the Prime Minister, Hon. Maurice Duplessis, and members of his Cabinet, and was headed by Mr. Marcel Francq, president of the Provincial Federation. The brief dealt with the Federal-Provincial Conference, unemployment, public works, labour legislation, and contained a declaration in connection with a proposed Labour Code for the Province of Quebec.

Industrial Peace

In the opening remarks of its brief, the Federation energetically protested against certain public declarations alleging that one of the most alarming and dangerous problems of the hour is that of employer-employee relations, that the labour movement is a source of confusion in the provincial economy and that it is a menace to industrial peace.

We declare, and this the Department of Labour is in a position to confirm, that our affiliated unions peacefully conclude hundreds of collective agreements each year and that only in a very small percentage of cases is it necessary to resort to conciliation or arbitration. As in the past, our movement continues to act within the bounds of discipline and respect of the laws. This attitude is all the more deserving since it is maintained even in cases where we feel that the present labour laws are defective and contrary to the best interests of the working class.

As regards the Federal-Provincial Conference held at Ottawa last January, the Federation expressed its satisfaction in the following manner:—

Our political leaders have placed the welfare of Canada above their political interests. We were also pleased to note that the Quebec political leaders have proved themselves to be well-informed

statesmen and to be primarily seeking the interests and welfare of the Canadian people.

Unemployment

The brief declared that unemployment seems to be taking an alarming turn following a decade of relatively plentiful employment, and requested the Provincial Government to do all in its power to alleviate the situation before it gets worse.

It was urged that if private enterprise is unable to provide full employment, governments should do everything within their power to create employment by means of public works. The Federation noted that the Provincial Government had undertaken a huge program of road building and repairing, but it also requested the Government to undertake public works in order to provide work for the unemployed workers in the cities.

Labour Relations Act and Labour Relations Board

The Federation claimed that since its inception the above law has been a source of disappointment for the workers of Quebec and that its administration and interpretation by the Board have been deplorable. However, it was acknowledged that the fundamental principles and the provisions of this law are sound.

"Employers and employees were not given the quality of treatment they should have received under the law," declared the brief. "Employers guilty of infractions of the law and of anti-union practices have avoided prosecution. On the other hand, some labour unions have been ill-used and have been refused certification or have had their certification cancelled through the action of certain employers. Finally, company unions have unfortunately become too numerous in spite of the fact that they are forbidden by law."

The delegation congratulated the Provincial Government for having appointed two experienced and competent labour representatives to the Labour Relations Board; these appointments should eliminate the great number of complaints regarding the administration and interpretation of the Labour Relations Act, it was asserted.

Rent Controls

The brief recalled that a large part of the workman's budget goes towards paying rent, and since rentals have greatly and constantly increased, the workman has been placed in an unbearable and urgent situation. The Federation stated that this state of affairs must be remedied through rent

controls, otherwise labour will be forced to raise its wage claims considerably in order to balance its budget. The brief added that the lack of balance in the budget due to prohibitive rentals is a menace to the general industrial peace of the Province of Quebec.

Labour Legislation

The Federation brief suggested a number of amendments to certain labour laws. The main recommendations made by the Federation are given below.

Law Concerning Fire Departments.—

The brief declared that Bill 60 or 13 has considerably modified the firemen's situation in connection with arbitration and that under pretence of safeguarding the autonomy of municipal corporations, the firemen's right of association and affiliation, their right to union security and to grievance procedure should not in any way be attacked or minimized.

It was requested that arbitration awards be made absolutely binding and that the necessary measures be taken by the Provincial Government in order that municipalities may be compelled to comply with the awards as soon as they are rendered. The brief requested that appeals to the Board of Municipal Affairs be abolished since this body is an interested party.

A survey of a law concerning Fire Departments should be immediately undertaken, as is done in other provinces. Pension funds, civil service commissions and shorter working hours are the main improvements we are requesting on behalf of firemen.

Notice of dismissal.—The Federation asked the Government to request, through the medium of the Minimum Wage Act, the passing of an order along the line of Order No. 3 concerning paid vacations, stipulating that all employers must serve a notice of dismissal based on the employee's pay period, in order to avoid all possible injustice and eliminate the growing number of dismissals and lay-offs in industry, without previous notice.

Law concerning municipal and school corporations and their employees.—The Federation recognized that municipal and school corporations must safeguard their autonomy, but it did not admit that it should be possible for a legislative text to forbid any procedure tending to rectify injustice caused by a municipal or school corporation through dismissal or suspension.

We must not lose sight of the fact that municipal and school authorities are human beings, and as such liable to error, and that their employees cannot go on strike.

The Federation requested the repeal of Paragraph 2 of Section 13 of the law concerning municipal and school corporations and their employees.

It also suggested the amending of Order in Council No. 35 of January 4, 1950, so that procedure concerning allowances and expenses in connection with municipal and school arbitration will be the same as for industrial arbitration.

The Federation claimed that this Order in Council, which stipulates that expenses, costs and travel allowances are to be borne by the parties, causes great prejudice to municipal and school corporation employees since they are forced to bear expenses which in many cases are too heavy, and since this condition prevents them from freely choosing competent arbitrators on account of their lack of funds and the lack of interest which competent persons will show in accepting the office of arbitrator, and finally because the said order constitutes an unfair distinction between employees of municipal and school corporations and those of industry in the matter of government services.

Workmen's Compensation Act.—The Federation declared that it has always been in favour of the fundamental principles of the present Workmen's Compensation Act. However, it was the opinion of the Federation that this Act should be amended in certain ways so as to render its application "fairer and more conformable to present-day needs and to fill in certain gaps which experience has revealed." The following are some of these suggestions:—

1. That your Government, through inter-provincial agreements, make every effort to have a uniform rate of compensation of 100 per cent of the injured workman's earnings established throughout Canada.

2. That the Act apply to all trades and services, for all accidents attributable to the nature of the employment.

3. That compensation be paid from date of accident or incapacity, without waiting period.

4. That accident prevention measures be supervised by the Workmen's Compensation Board and that the mechanism necessary to ensure its proper functioning be established.

5. That all industrial diseases or diseases attributable to employment be covered, no matter what the disease or the employment.

The Federation requested that strong action be taken by the Provincial Government to ensure safety and health in plants. It proposed that the Workmen's Compensation Commission services and the

Industrial and Commercial Establishments Inspection Division be re-organized, and recommended that the inspectors of the Industrial and Commercial Establishments Inspection Division come under the jurisdiction of the Workmen's Compensation Commission, and that heavy penalties be imposed upon establishments guilty of infringement or omission with regard to orders from the Commission.

Minimum Wage Act.—Dealing with the Minimum Wage Act, the memorandum recognized that this legislation has rendered enormous services to the workers of the Province of Quebec, but that it must follow the rapid progress and the constant evolution of trade and commerce. The Federation suggested that Minimum Wage Commission Orders be adapted to new conditions and amended to meet future requirements:—

It is clear that if Order No. 4, which covered trade and all industries, and both men and women, was satisfactory a few years ago, it is no longer adequate. A glance at the American Wage and Hour Law reveals that each individual industry should now be examined and governed by a specific Order so as to cover each of the new and complex aspects of that industry. A General Order is too indefinite and becomes inoperative.

If it is also considered that almost all collective agreements, separate or based on extending decrees, stipulate the 48-hour week or less, it must be admitted that the Minimum Wage Act is obsolete in this respect. As to wage minima, conditions have changed to such an extent in recent years that the rates specified in Order No. 4 are absolutely useless and childish.

Employees and employers realize this, and all agreements reach far beyond those rates. So much so that at a recent Conference held at Granby our affiliated unions resolved to request a minimum wage rate of 75 cents an hour. Basic rates should be considerably increased if the Minimum Wage Act is to play a part really consistent with its purpose, that of fixing floors reflecting the true condition of industry.

The Federation suggested that special premiums be paid for overtime and night work. It also requested that home-work be abolished and urged the disappearance of sweat-shops "waging unfair competition against manufacturers respectful of the laws of our Province."

The memorandum concluded with a statement of fundamental principles which the Provincial Labour Federation believed should be included in any Labour Code the Government of the Province of Quebec might eventually adopt. This proposal was adopted by the Federation's annual Conference held at Granby in June, 1949.

Canadian and Catholic Confederation of Labour

The Canadian and Catholic Confederation of Labour (CCCL) presented its annual brief to the Government of the Province of Quebec on March 2, 1950.

The delegation included Messrs. Gérard Picard and Jean Marchand, President and Secretary respectively of the CCCL, and about twenty officers of the General Council and the various affiliated federations. A general outline of the principal requests contained in the memorandum was given the Premier, the Hon. Maurice Duplessis, by Mr. Marchand.

In addition to the questions of general interest dealt with in the main brief, the Canadian and Catholic Confederation of Labour presented a supplementary memorandum, of a more technical nature, intended to bring before the provincial authorities various resolutions adopted, for the most part, at the CCCL's last convention (L.G., Nov., 1949, pp. 1379-87).

Dominion-Provincial Relations

The CCCL congratulated the provincial delegation on the important part it had played at the last Dominion-Provincial Conference, stating that it was in agreement with the Government of the Province of Quebec in connection with the latter's request for clarification of tax matters. The brief adopted a definite position in favour of provincial autonomy. In it the CCCL asserted that

on no consideration must the constitutional independence of Canada, which we approve, mark the beginning of an encroachment on the rights of French-Canadians...

and added that, where this question is concerned, there is more at stake for the Province of Quebec

because of its ethnical, linguistic and religious characteristics, than for the other provinces,

and that

it is therefore natural for its resistance to be greater and its attitude firmer.

The brief laid emphasis on the fact that

if, however, the CCCL favours the maintenance of the rights of the Province of Quebec as guaranteed in the Canadian constitution, it cannot on the other hand disregard other rights—such as the right to life, the right to an adequate wage, the right to participate in the prosperity of the country, etc.—the recognition of which is of prime importance if we wish to ensure social peace.

No greater mistake could be made than that of making it possible for the secular rights of French-Canadians to be set in opposition to their economic and social well-being.

Housing

The main theme of the memorandum was the housing problem. The CCCL gave its support to a plan put forward by the "Fédération des coopératives d'habitation du Québec" in which it was suggested that a provincial loan, and even a municipal loan, should be added to the federal loan in order to facilitate the initial outlay for small wage-earners and thus enable them to avail themselves of existing laws.

"Those concerned must at all costs co-operate closely to improve the lot of tenants and to increase the number of small property owners.

"Right now, we must prevent landlords from taking advantage of their tenants because of the housing shortage. Certain controls must be maintained until a balance is struck.

"The real solution, however, can be found only in a generous and progressive policy with regard to family dwellings.

"The Provincial Government has already passed a number of laws, for which we are grateful, favouring the building of houses. A great many workers have taken advantage of them. The Federal Government, for its part, has legislation favouring the acquiring of property. The municipalities are authorized to grant certain privileges to future property owners, such as commutation of taxes, lots at a low price, etc. . . .

"The greatest difficulty encountered is the problem of the small wage-earners who are unable to pay the initial amount either for the purchase of a lot or to begin the work up to a point which would permit them to profit by existing legislation.

"The 'Fédération des coopératives d'habitation de la province de Québec' has suggested a plan to which the CCCL gave its complete approval at its last convention."

Here is a brief outline of the said plan:—

1. At the time of the loan, the Provincial Government would provide a contribution equal to that of the Federal Government;

2. However, it would pay only the amount over 3 per cent, instead of 2 per cent as at present, which would make up for its initial contribution;

The amount of the contributions would be set as follows:

1. For loans not exceeding \$6,000 the contribution would be \$1,200;

2. For loans over \$6,000 but not exceeding \$10,000 the contribution would be \$8,000.

This contribution would be distributed among the three public authorities (federal, provincial and municipal) in accordance with the following percentage:

25 per cent would come from the municipality,

37½ per cent from the Provincial Government,

37½ per cent from the Federal Government.

(The reason for the municipality's making a smaller contribution than the other governments is that it has to provide the public services, such as sewers, drains, etc.)

The CCCL brief suggested the setting up of an organization with sufficient funds to enable it, if need be, to rediscount mortgages, so that the People's Banks and other loan institutions might be able to place the necessary funds at the disposal of future property owners.

Labour Legislation

The CCCL brief stressed the fact that the Superior Labour Council of the Province of Quebec is fully qualified to carry out its role, and assured the latter of its entire co-operation in the consideration of provincial labour legislation.

Unemployment

The CCCL showed anxiety in its brief over the increase in unemployment, and called on private enterprise and the municipalities, as well as the governments, to co-operate closely in order to solve this problem, especially in the centres affected most by unemployment:—

"Private enterprise itself must leave no stone unturned in order to correct the present situation. If it wants to preserve its freedom of action and maintain its prominent influence over the national economy, it must not content itself with profiting by the advantages of the system and simply thrust aside the responsibilities. Let us not forget that industry exists for men, and not men for industry.

"There is urgent need for the governments to fight down the first onslaught of the crisis by stimulating economic activity through public works and, in order to remedy the situation, to inquire into the causes of the slowing down of production in certain industrial sectors. Those who really have it at heart to fight subversive ideologies will not allow conditions to be created here which favour the development of such ideologies."

Freedom of Association

The CCCL again asked the Government this year to restore recourse to arbitration in favour of men and women teachers practising their profession in rural municipalities. It believed that the present restrictions amount to denying freedom of association to these wage-earners who, nevertheless, are badly in need of it.

The memorandum also reminded the Government that the CCCL is still opposed to recourse to the Municipal Board set up in defiance of the awards made in public services.

Social Security

The CCCL emphasized the fact that social security is the order of the day, and that the workers are looking for protection against the risks to which they might be subject in their personal and family life. According to the CCCL, it should also be possible for the various plans for social security to be carried out on the level of labour and industrial production, right from the collective agreements:—

“In this way plans for health insurance and hospitalization, as well as pension funds, are drawn up. These are most praiseworthy efforts, and the CCCL requests the Government to encourage them by clearly indicating in the Labour Relations Act and the Trades Disputes Act that they can form the subject of collective bargaining.”

Supplementary Brief

In its supplementary memorandum, which was more technical in scope, the CCCL submitted to the Provincial authorities, suggested and recommended amendments or modifications to the Provincial Acts respecting professional syndicates, collective agreements, labour relations, trades disputes and disputes between public services and their employees, as well as minimum wages, workmen's compensation, housing and industrial establishments. This second CCCL brief also contained various recommendations concerning matters of health and of public and industrial safety.

Professional Syndicates Act

Among other amendments, the CCCL suggested that the incorporation of workers' syndicates under the Professional Syndicates Act should be compulsory so that they might benefit by existing legislation and enjoy the privilege of representation on public bodies, that the Professional Syndicates Act be amended so as to facilitate the incorporation of all professional syndicates of workers, and that the administration of the Act be entrusted to the Minister of Labour.

Collective Agreement Act

The CCCL suggested, among other changes, that all public and political bodies be subject to the Collective Agreement Act, and that the Cities and Towns Act, the Municipal Code, the Education Act and the Factories Act be amended so as to indicate clearly that the corporations existing by virtue of these Acts have power to sign collective agreements with unions, and that they can be brought under the legal exten-

sion of a collective agreement made by an Order, if they are not signatories to this agreement.

The CCCL asked the Department of Labour to carry on a campaign of suitable propaganda in order to let the public know what distinctions must be drawn between syndicates and parity committees.

With regard to trade qualifications cards, the CCCL brief suggested that, in case of appeal against the decision of a parity committee, the Department of Labour should proceed in the same way as a parity committee, that is it should have candidates try examinations before issuing trade qualifications cards.

The CCCL requested higher fines for employers who break the law by employing too many apprentices with respect to the number of journeymen.

Minimum Wage Act

The most important recommendations made by the CCCL with regard to the Minimum Wage Act and its main ordinances suggested that it should be a matter of public policy that no order adopted under the authority of the Collective Agreement Act might contain wage scales or working conditions less favourable than those set forth in the Minimum Wage Commission orders, and that the Act should be amended so that any workers' syndicate or any federation of syndicates might call upon the Minimum Wage Commission to set up a Conciliation Board when there is occasion to renew an order or to prepare a special one.

The CCCL requested that the Commission be allowed to exercise not only the recourses arising from orders in favour of wage-earners, but all those arising from the Act itself.

Workmen's Compensation Act

Among other amendments to the Workmen's Compensation Act, the CCCL suggested that the decisions of the Workmen's Compensation Commission should not be final and without appeal, but that the victims of accidents should have the right to appeal, without cost, to the Superior Labour Council.

The CCCL also submitted

that the provisions of Section 51 be made applicable to workers affected by industrial diseases, and that the word “can” in the first line of this section be replaced by the word “must”, so that the rehabilitation of the victims of accidents and of workers affected by industrial diseases might become an obligation for the Commission; that provision be made in the Act that in the case of dermatosis, silicosis, asbestosis and other similar industrial diseases,

the Commission should see that the workers affected are placed in other employment and should pay compensation if the wage for the new employment is less;

that the provisions of Section 21 of the Act be amended so as to oblige employers to report all industrial accidents, no matter how slight, and all symptoms of industrial illnesses, in order to ensure a better administration of the Act and effective protection for workers.

With regard to the asbestos industry, the CCCL asked for the establishment of industrial clinics at Thetford Mines and Asbestos, at the expense of the Workmen's Compensation Commission, as authorized by Section 109 of the Act; and that an investigation be made by the Department of Health in the asbestos district in order to determine the percentage of tuberculosis there and to find the relationship between tuberculosis and the asbestos dust saturating the air in the mines and mining towns.

The CCCL suggested that the Provincial Government should make special grants to the Faculties of Medicine of the universities of the Province to enable them to carry on scientific studies with regard to this industrial disease and to give the medical world definite information concerning asbestosis, the possibilities of certain diagnosis and the methods of curing it.

Municipal and School Corporations and their Employees Act

Among other amendments, the CCCL asked that the administration of the Act should be entrusted to the Minister of Labour, and that the latter should appoint as members of the arbitration board the qualified persons recommended to him within ten days following their recommendation by the employer and by the association.

The CCCL asked the Government to establish urban credit, make automobile insurance compulsory, abolish the municipal 4 per cent sales tax on all articles, and suggested that allowances to indigent mothers and blind persons be increased by at least \$10 a month. It objected to the establishment of closed towns and suggested the adoption of various measures concerning public safety, health and immigration.

The CCCL suggested that the Government create a Provincial Bureau of Statistics with a view to determining the increase in the cost of living, that such surveys be made by zones and that the average family in the Province of Quebec be considered, and also that the Provincial Department of Labour publish a *LABOUR GAZETTE*.

With regard to immigration, the CCCL urged the Provincial Government to assist by an annual grant, private organizations

which concern themselves with immigrants regarded as sympathetic to the French-Canadian cause, so as to help such organizations to achieve their goal.

The Premier's Remarks

The Provincial Premier, Hon. Maurice Duplessis, told the delegates of the Canadian and Catholic Confederation of Labour that the Government was thinking of setting up a financial body which would rediscount the housing loans granted by the People's Banks.

Mr. Duplessis also approved of the CCCL's statement to the effect that private enterprise, if it wants to retain its prerogatives, must likewise contribute to the fight against unemployment by carrying out all the public works possible in time of crisis.

The Premier did not promise to agree to the CCCL's suggestion with regard to contributions from the municipalities and the two governments in order to obtain the initial amount needed by the majority of workers who want to build a house. This plan, as mentioned above, involved a contribution of 25 per cent from the municipalities.

With regard to pension funds, Mr. Duplessis stated that we must build if we want it to last. "Because actuaries were not consulted," he pointed out, "trade unions and companies are in conflict because the funds accumulated are not sufficient to meet the needs of the employees when the time comes for them to retire."

At the conclusion of the interview the Hon. Maurice Duplessis recalled the strike at Asbestos.

"When you came to see me about Asbestos," he said, "I settled the problem to your advantage. I had the satisfaction of doing my duty there, and I do not regret anything I did. Trade unionism is legitimate and worthy of commendation. It is necessary. However, law and authority must be respected by all—employers and workers. Sabotage of civilian authority leads, beyond all question, to sabotage of religious authority."

Correction

On page 172 of the February issue of the *LABOUR GAZETTE*, reference is made to the number of workers represented by delegates to the Conference of the International Confederation of Free Trade Unions. The total given was 500,000,000; this should have been 50,000,000.

STRIKES AND LOCKOUTS

IN CANADA, 1949

There were fewer strikes and lockouts in Canada during 1949 than in any year since 1939, according to a supplement* to this issue of the *LABOUR GAZETTE*. The number of workers involved in work stoppages during 1949 and the time loss were somewhat greater than in 1948. However, improvement in industrial relations is shown by strike statistics for the last two years as compared with the preceding two-year period, the time loss for 1948-1949 being less than one-third of that in 1946-1947. The small number of work stoppages in existence during 1949 also reflects the progress made in collective bargaining without resort to strike action. The latest figures available show that in 1948 collective agreements in effect covered more than 1,200,000 workers (L.G., Dec., 1949, p. 1521). The great majority of these contracts have been renewed by peaceful negotiations between workers and employers.

In 1949, the demand for higher wages, frequently accompanied by other issues affecting unionism and working conditions, was the central cause of 63 per cent of the work stoppages, affected 56 per cent of the workers and caused 84 per cent of the total

time loss. For the past four years the question of increased wages has been the major cause of strikes and lockouts as workers sought to maintain their purchasing power and offset rising prices with higher wage rates. In 1948, 83 per cent of the time loss resulted from disputes over wage increases, 91 per cent in 1947, and 96 per cent in 1946. Pension and welfare plans were not an important cause of work stoppages in 1949.

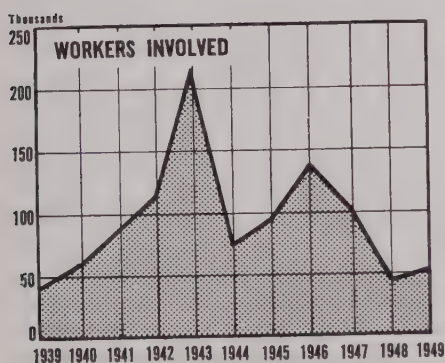
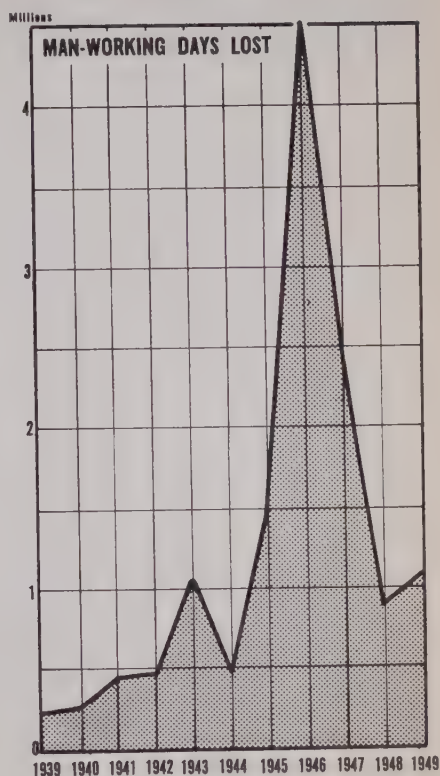
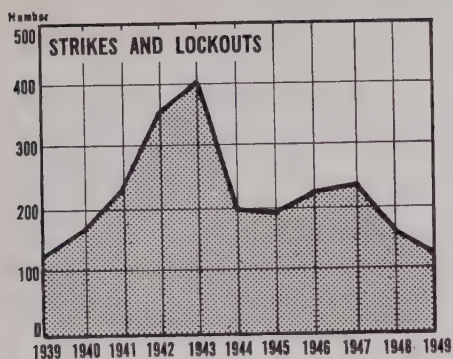
The greatest amount of time lost in 1949 was in the mining industry, caused by the strike of asbestos miners and mill workers in various centres in Quebec. This strike alone accounted for almost half the total time lost during the year. Strikes in the coal mining industry were few and caused little time loss. In 1947, the largest amount of time loss was also in the mining industry, because of a prolonged strike of coal miners in Nova Scotia and New Brunswick. With the exception of 1949 and 1947, during the last eight years the time loss in manufacturing, with the largest working force of any industry, has been greater than in all other industries combined.

* *Strikes and Lockouts in Canada During 1949, with Information for Certain Other Countries.*

STRIKES AND LOCKOUTS IN CANADA BY YEARS, 1939-1949

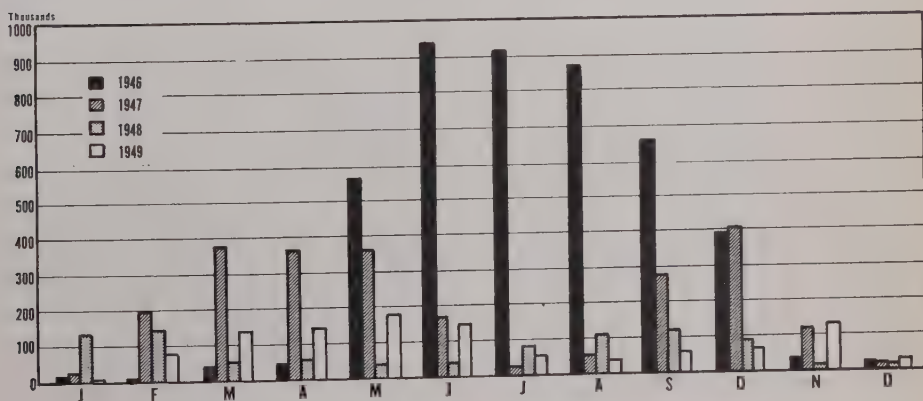
Year	Number Beginning During the Year	Strikes and Lockouts in Existence During Year						
		All Industries						
		Number of Strikes and Lockouts	Number of Employers	Number of Workers Involved	Time Loss			
					In Man-Working Days	Average Days Per Wage and Salary Earner	Average Days Per Worker Involved	Per cent of Estimated Working Time
1939.....	120	122	243	41,038	224,588	0.11	5.47	0.04
1940.....	166	168	894	60,619	266,318	0.12	4.39	0.04
1941.....	229	231	658	87,091	433,914	0.17	4.98	0.06
1942.....	352	354	492	113,916	450,202	0.16	3.95	0.05
1943.....	401	402	651	218,404	1,041,198	0.35	4.77	0.12
1944.....	195	199	400	75,290	490,139	0.16	6.51	0.06
1945.....	196	197	418	96,068	1,457,420	0.49	15.17	0.17
1946.....	225	228	1,299	139,474	4,516,393	1.49	32.38	0.50
1947.....	232	236	1,173	104,120	2,397,340	0.77	23.02	0.26
1948.....	147	154	674	42,820	885,793	0.27	20.68	0.09
1949.....	132	137	542	51,437	1,063,667	0.32	20.68	0.11

STRIKES AND LOCKOUTS IN CANADA, 1939-1949



WORKING-DAYS LOST THROUGH STRIKES AND LOCKOUTS

By Months 1946-1949



INTERNATIONAL STUDY OF INDUSTRIAL RELATIONS

*Collective agreements, conciliation and arbitration, and co-operation between public authorities and employers' and workers' organizations are to be among the subjects for consideration at the forthcoming International Labour Conference in June. In preparation for the discussion, several reports have been issued by the International Labour Office which set out the law and practice in the different countries, and, under the heading "Proposed Conclusions", indicate the points considered suitable for inclusion in international regulations.**

Forming part of the general problem of Freedom of Association and Industrial Relations which has been studied by the ILO at three successive annual Conferences with a view to the adoption of a series of international regulations, the questions of collective agreements, conciliation and arbitration, and co-operation between public authorities and employers' and workers' organizations have been placed on the agenda of the 1950 Conference which is to be held in Geneva in June. It is expected that the Conference will hold a "first discussion" of these subjects under its "double discussion" procedure.

The question of Freedom of Association and Industrial Relations was first placed on the agenda of the Conference in 1947 at the request of the Economic and Social Council of the United Nations which in turn had been asked to consider it by the World Federation of Trade Unions and the American Federation of Labour. It was decided that the questions should be dealt with under the following heads:—

1. Freedom of association and protection of the right to organize;

2. (a) The application of the principles of right to organize and to bargain collectively; (b) collective agreements; (c) conciliation and arbitration; and (d) co-operation between the public authorities and employers' and workers' organizations.

Questions 1 and 2 (a) have been dealt with and disposed of by the Conferences of 1947, 1948 and 1949. Questions 2 (b) (c) and (d) are on the agenda of this year's Conference.

The 1947 Conference unanimously passed a Resolution defining the fundamental

principles on which freedom of association should be based and which should form the basis for international regulation, and laid plans for further examination of the problem in 1948. Following this initial action, the Conference at its 31st session in San Francisco adopted a Convention (No. 87) concerning freedom of association and protection of the right to organize (L.G., 1948, p. 974). At Geneva, in June, 1949, a second Convention (No. 98) was adopted concerning the right to organize and bargain collectively (L.G., 1949, p. 1090). The latter is an extension of the principles set out in the Freedom of Association Convention.

At the same time, as a means of establishing international machinery for safeguarding freedom of association, the Governing Body of the ILO approved in principle the establishment of a conciliation and fact-finding commission to investigate charges of violation of trade union rights (L.G., 1949, p. 1091). Since the 1949 Conference, it has been decided to set up an international nine-member fact-finding commission.

In accordance with ILO procedures, the International Labour Office in 1947 circulated to the Governments a preliminary Report on the law and practice in the different countries relating to Industrial Relations, together with a questionnaire on each of the main aspects of the problem. A further Report contains the replies of Governments to the questionnaires, a short analysis of the replies, and Proposed Conclusions to be submitted to the Conference as a basis for discussion. The Office was also able to prepare for the 1949 Conference a supplementary Report setting out the developments in legislation and practice which have arisen since the two earlier Reports were published.

* In dealing with Canada, the Report, with one or two exceptions, examines federal legislation only. Laws regulating labour relations in the Provinces follow the general pattern of federal legislation.

These Reports of the ILO are reviewed in the present article, with particular emphasis on the Proposed Conclusions which are likely to be examined at the

forthcoming Conference. The question of co-operation between public authorities and employers' and workers' organizations is only briefly dealt with.

COLLECTIVE AGREEMENTS

The Development of Collective Bargaining

Although collective bargaining had been in practice in many countries before 1914, it was not until after the First World War that the principle of collective bargaining gained general acceptance. By 1939, a large percentage of workers in nearly all industrially advanced countries were covered by collective agreements. In the United Kingdom in 1945, 12,500,000 workers were employed under collective agreements and in the United States, 14,800,000 were covered in 1946.¹ Also, in the countries where industrialization is fairly recent, collective agreements have begun to replace the traditional individual contract of employment between worker and employer.

According to the ILO Report, there are at the present time three particular trends in collective bargaining:—

1. Free collective bargaining as a means of fixing wages and other conditions of

employment. The practice and law of Canada, the United States, the United Kingdom, Switzerland, Italy, etc., reflect this principle;

2. Collective bargaining partially restricted by wages legislation. France,² the Netherlands, Norway and Austria are examples of countries following this trend;

3. Collective bargaining as part of a general system of state regulation of wages and other conditions of employment. This trend may be observed in Albania, Bulgaria, Poland, Yugoslavia, Hungary and Czechoslovakia. In the USSR, too, collective bargaining serves as a means of giving effect to State regulations.

¹ In Canada, 1,212,964 workers were employed under collective agreements in 1948. This represented approximately 35 per cent of the total number of Canadian wage and salary workers (3,441,006) in November, 1948. (L.G. 1949, p. 1521).

² In January, 1950, however, the French Government passed an Act providing for a return to free collective bargaining between labour and employers.

World Trends in Collective Bargaining

There are at present three main world trends in collective bargaining, according to the ILO:—

1. Free collective bargaining;
2. Collective bargaining partially restricted by wages legislation;
3. Collective bargaining as part of a general system of state control.

This year, the International Labour Conference will seek to formulate a Recommendation on Collective Agreements.

The ILO proposes that the Recommendation contain the following main points:—

1. Governments should establish, where necessary, machinery to assist the parties in making agreements;
2. Agreements should apply to all workers in the service of the contracting employer;
3. National regulations should make it possible for an agreement to be extended to cover all employers and workers in a given area or industry;
4. An agreement should provide procedure for settlement of any dispute arising out of its interpretation or application. If this breaks down, the dispute should be referred to compulsory procedure.

In discussing the first trend, the Report points out that even the countries which have a long tradition of free collective bargaining recognized the necessity of maintaining some reasonable stabilization or relationship of wages and prices to guard against inflation in the war and immediate post-war periods. This position has been taken by Canada, the United States and the United Kingdom.

[In Canada, the purpose of the Industrial Relations and Disputes Investigation Act, 1948 (L.G., 1948, p. 1255) is "to create conditions favourable to the free exercise of collective bargaining between employers and employees."³ Government intervention is limited, in the main, to those situations where the parties have reached an impasse. This Act, however, is restricted in application to industries and undertakings under federal jurisdiction. Nine Canadian provinces have collective bargaining legislation applying the free collective bargaining principle to industries and undertakings within provincial jurisdiction. During the war period, it was the federal Government's policy to stabilize or freeze wages. No change could be made in a collective agreement with respect to wage provisions without authorization from the National War Labour Board.]

In the United Kingdom, it is the Government's policy to rely, even in nationalized industries, on free collective bargaining to achieve a reasonable and voluntary stabilization of wages and prices, subject to wage increases justified in special cases or by increased production. The 1948 amendment to the Wages Councils Act strengthened voluntary negotiating. The amendment extended the establishment of wages councils and central co-ordinating committees for the purpose of regulating minimum wages in those industries in which collective bargaining has not so far developed as to be able to guarantee the full protection of the workers. At the same time, the amendment facilitated further the establishing of joint collective bargaining machinery and the abolition of wages councils in those industries where the parties can be entrusted with full control over the collective regulation of wages.

The second major trend in collective bargaining may be seen in the Collective Agreements Act, 1946 in France (L.G., 1950, p. 37) and the Employment Relations Decree of 1945 in the Netherlands. Such partially-restrictive legislation, while encouraging collective bargaining in principle, empowers the Governments to fix wages or to lay down a general wages policy with

which collective agreements must conform. These States "while entertaining hopes of returning in the future to their pre-war traditions of free collective bargaining, have taken the view that voluntary negotiation alone cannot be relied upon entirely at the present time to achieve the necessary stabilization". In Norway and Austria, stabilization is being secured by legislation and collective agreements jointly. Employers' and workers' organizations are asked to co-operate in preparing the necessary legislation and to supplement it by collective bargaining.

Among the countries where the third major trend is reflected is Poland, where, under a planned economy and a system of nationalized industries, collective agreements are concluded between the central trade union federations and the public administrations, and when approved are made binding throughout the industries to which they refer. Collective agreements thus fulfill the same role as State regulations issued by Decree. In Czechoslovakia, wages and other conditions of employment are fixed by the Government and agreements have been almost completely abandoned as being unnecessary in view of the regulations issued by Decree.

Examination of the Law and Practice Concerning Collective Agreements

An examination of the law and practice of the different countries shows that, although most countries now have collective agreement legislation of one sort or another, the provisions vary considerably. The degree of regulation ranges from the United Kingdom system where the parties to a collective agreement are left entirely free to determine as they please the contents, scope, and duration of the agreements to the Czechoslovak or USSR systems where collective agreements serve as a channel, in respect to conditions of work, for enforcement of a general economic plan. Any international regulation on the subject should, according to the Report, provide a maximum of flexibility and leave wide scope for the initiative of the parties. The first question, therefore, which the ILO Report asked the member countries was what form the international regulations on collective agreements should take, a Recommendation or a Convention. The Proposed Conclusion of the Report is:—

International regulations concerning collective agreements to be adopted in the form of a Recommendation.

The Report deals with five main aspects of collective agreements: (1) collective

³ Hansard, April 6, 1948, p. 2709.



CANADA LABOUR RELATIONS BOARD

Photo taken following swearing-in ceremony August 26, 1948: From left to right, W. L. Best, A. R. Mosher, A. Deschamps, A. J. Hills, members; A. H. Brown, vice-chairman; Bernard Wilson, secretary; Hon. Mr. Justice G. B. O'Connor, chairman; A. M. Hill, Assistant Clerk of the Privy Council, who swore in the members of the Board; M. M. Maclean, chief executive officer; E. R. Complin, Harry Taylor, J. A. D'Aoust, Gerard Picard, members.

bargaining machinery; (2) the regulation by law of collective agreements; (3) the extension of collective agreements; (4) the methods of enforcing the agreements and the responsibilities of the parties; (5) the various means by which the application of collective agreements may be supervised.

Collective Bargaining Machinery

The Report studies first the methods of determining the organizations which are competent to be parties to collective agreements. They may be determined either by voluntary agreement between the parties or by law.

The United Kingdom, for example, leaves employers' and workers' organizations entirely free to recognize each other voluntarily as the appropriate bargaining agency. This is due to the fact that employers and workers have been able to organize themselves into strongly unified associations whose representative character is never questioned. The Scandinavian states also leave the determining of the competent party to voluntary agreement.

In Canada, the United States, Argentina, Australia, Mexico, New Zealand, and the Union of South Africa, the competent bargaining group is determined by law. In such of these countries where the trade union movement is divided, jurisdictional disputes often arise between rival unions, each claiming the right to represent the workers concerned; the legislature, in most cases, has found it necessary to intervene in order to determine which of the unions is sufficiently representative of the workers to conduct collective bargaining. Such intervention usually takes one of the four following forms: (1) *ad hoc* intervention to bring about a decision in each particular case (as in the USA and Canada); (2) only one organization may be recognized as being representative for the purposes of concluding collective agreements for a particular industry or region (as in Argentina, Australia, Mexico, New Zealand, the Union of South Africa); (3) only one single organization may be recognized as representing all workers for all purposes (as in Czechoslovakia, Poland, Roumania and Yugoslavia); or may even have been established with that object as part of the economic system (as in USSR); or (4) the law may lay down certain criteria or conditions and those organizations which fulfil these conditions are recognized as being representative (as in Belgium and France).

In the USA, the National Labour Relations Board uses the *ad hoc* method of determining the representative character of a trade union. The Board first decides whether the particular unit to be certified

for collective bargaining purposes shall be the employer unit, the craft unit, the plant unit, or a subdivision of one of these units. There are procedures for hearings through regional offices, elections by secret ballot and subsequent certification of the union obtaining a majority of the votes. However, no union may be certified if it has failed to submit certain annual returns regarding finances, etc., and affidavits that officers of the union are not members or affiliates of the Communist party or any subversive organization.

In Canada, under the Industrial Relations and Disputes Investigation Act, the Canada Labour Relations Board may certify trade unions as exclusive bargaining agents for employees in units appropriate for collective bargaining. The Board must be satisfied that a majority of the employees are members in good standing of the union. The Board may grant separate certification where the majority of a distinguishable craft or technical group are members of a union pertaining to such craft or group. If the Board finds it necessary to order a vote in order to dispose of an application, it may certify the union obtaining the votes of the majority of employees in the bargaining unit. No trade union which is influenced or dominated by an employer may be certified.

Under the laws in the United States and Canada, there is actually nothing to prevent an employer from voluntarily recognizing a union and bargaining with it collectively without invoking the certification procedures under the Acts. In the USA, however, only a certified union could negotiate a collective agreement which contained a union shop clause, and only a certified union can become entitled to the protection of the Act against unfair labour practices.

Recognition of one organization for a given industry or region is the method used in Australia and New Zealand for determining the competent bargaining agent. The organization is registered and obtains the exclusive right of representation. The competent authority is bound to refuse registration to an association if there already exists an organization to which the members of the new association might conveniently belong. Very similar regulations are in effect in the Union of South Africa where the employers, employers' associations and trade unions constitute industrial councils. These councils are agencies for negotiation and conciliation and are recognized only if they are sufficiently representative.

In Czechoslovakia and Poland, since the war, a single trade union is recognized exclusively for all purposes.

In Belgium, France and Luxembourg, the law has laid down certain criteria for determining the representative character of a trade union. In France, the criteria are: the numbers of members regularly paying contributions, the independence of the organization in relation to the employers, the age and experience of the organization, the patriotic attitude of the organization during the Second World War, etc.

The joint collective bargaining machinery which is actually in operation in the various countries is dealt with next. Again, the Report distinguishes between the machinery created by mutual agreement and the machinery recognized by legislation or created by law. In the United Kingdom, collective bargaining machinery, such as joint committees, has been gradually set up in several industries by mutual agreement of the employer and worker organizations and now forms an integrated network of local, regional and national agencies. These are competent to undertake collective bargaining and to settle all disputes which may arise as to the conclusion, renewal, and revision of collective agreements or as to their interpretation or application.

In certain countries, collective bargaining machinery such as joint boards or committees, national and regional, composed of representatives of most employer and worker organizations, has been established by law. The joint committees in Belgium and France and the industrial councils in the Union of South Africa fall into this category. Most collective agreements in these countries are concluded under the auspices of such bodies.

It is pointed out that in some countries minimum wage-fixing machinery is instituted to aid indirectly the conclusion of collective agreements. It fortifies the normal machinery created by agreement between the parties. The Wages Councils in the United Kingdom, for example, were first set up in those industries where wages were comparatively low and workers poorly organized as a preliminary to the establishment of voluntary joint bargaining machinery. The Industrial Standards Acts in the Canadian provinces of Nova Scotia, New Brunswick, Ontario, and Saskatchewan and similar legislation in Alberta and Manitoba provide for the fixing of minimum wages in industries by conferences of employees' and employers' representatives called by a government authority upon petition.

Under the heading of collective bargaining machinery, mention is made, too, of the Labour Relations Boards of the United States and Canada whose functions of

certifying bargaining agents have already been described. Under some other systems, the conciliation and arbitration authorities perform a similar task. The machinery noted above has made a great contribution to the progress of the movement towards collective bargaining without encroaching on the independence of the contracting parties.

Thus, the Report, recognizing the diversity of the machinery in effect, proposed the following Conclusion for the international regulations:—

1. (a) Appropriate machinery corresponding to the particular conditions existing in each country to be established, if necessary, which would be available to assist the parties in the conclusion, revision and renewal of collective agreements.

(b) The organization, methods of operation and functions of such machinery to be determined by national regulations.

Regulation of Collective Agreements

Collective agreements are regulated by law in one aspect or another in nearly all countries except the United Kingdom. In the United Kingdom, the law leaves the associations entirely free to determine the contents, form, and duration of the agreements and the rights and obligations which they involve.

In other countries, however, the legal regulation of collective agreements may relate to (1) the definition; (2) the conditions of validity; (3) the contents; and (4) the compulsory effects.

The Report finds that the law in an increasing number of countries defines those agreements which it will consider to be collective agreements, stipulating that the workers who are a party to the agreement must be organized.

The Proposed Conclusion of the Report with respect to a definition of collective agreement is:—

2. For the purposes of applying the international regulations "collective agreements" to be understood to mean all agreements regarding terms and conditions of employment concluded between an employer, a group of employers or an employers' organization on the one hand, and a workers' organization on the other.

All the laws which regulate collective agreements require that certain conditions be fulfilled before the agreements are valid. For example, it may be that the agreement must be drawn up in writing, the duration must be specified, and the rights and obligations of the parties stated clearly. Collective agreements must be lodged and generally registered in Costa Rica, Cuba,

Ecuador, Mexico, Norway, Chile, Venezuela, and Australia. Although registration is mainly intended as a publicity measure, the laws in certain countries provide that registration may be refused and the agreements will become non-applicable if statutory conditions are not fulfilled. Under the 1946 Act in France, agreements require the approval of the Minister of Labour.

Collective agreements which are declared binding on employers and workers other than members of the contracting organizations must be published in an official publication in Quebec, France, Brazil, the United Kingdom (cotton industry). This applies as well to arbitration awards in Australia.

In respect to contents there are two kinds of clauses which are usually included in collective agreements: clauses governing conditions of employment, such as the employers' and workers' obligations; and clauses dealing with the contractual relations between the parties to the agreement. Instances of the first type are: wages, allowances, rights, overtime, holidays with pay, the workers' undertaking to perform work at specified hours, etc. The second type, the "contractual" clauses, include such matters as the enforcement of agreements, the organization of collective relations and the establishment of joint bodies.

A recent National Labour Relations Board decision in the United States broadened the potential terms of collective agreements when it ruled that employers must bargain with their employees on pension and retirement plans if the employees so request; the payment of benefits, according to the Board, falls within the category of "wages" in the Act.

In some countries including the United Kingdom, Sweden, the United States and Canada, the parties are left to settle the contents of the agreement by purely voluntary negotiations. Usually there is a general reservation that the agreements shall not be contrary to existing legislation, and in Canada, with the express intention of avoiding future disputes, all collective agreements must contain clauses providing for a settlement of a dispute concerning the meaning or violation of the agreement without a work stoppage.

In other countries, such as France, Australia, New Zealand, Costa Rica, Colombia, Brazil, Ecuador, etc., the law prescribes certain terms which must be inserted in agreements and generally leaves the parties to add such other clauses as they may agree on. In France, the 1946 Act stipulated that every national collective agreement must contain terms regarding

freedom of association, freedom of opinion for employees, rights of remuneration, etc. In Australia and New Zealand, the contents of arbitration awards which replace collective agreements are laid down as part of a general system of regulation. For example, the Australian Arbitration Court may deal with hours, work, wages, privileges, rights and duties of employees, etc. In Poland and Czechoslovakia, the contents of agreements must be in conformity with and in furtherance of the over-all economic plan for production.

In discussing their compulsory effects the Report points out that the object of collective agreements is to establish working conditions for the benefit of the workers who are members of the contracting trade union and employed by the contracting employer. Where a collective agreement is not legally recognized, as in the United Kingdom, there may be nothing but the economic strength of the unions or the good will of the employers to prevent workers and employers from entering individual contracts of employment containing terms which conflict with the collective agreement. In countries where agreements are regulated by law, it is generally provided that if such individual contracts are concluded between employers and workers, the conflicting provisions shall be null and void and automatically replaced by the corresponding provisions in the agreement. The Report states that this is a standard clause intended to establish the precedence of collective agreements over individual contracts. Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Ecuador, Finland, France, Greece, Iran, Mexico, Netherlands, Nicaragua, Norway, Sweden, Switzerland and Venezuela are some of the countries with this regulation in force. In Australia, regulations reinforce this provision by declaring illegal any voluntary waiver of the terms of an arbitration award or a collective agreement.

In regard to the contents and compulsory effects of agreements, the following Proposed Conclusions are set forth:—

3. (a) Employers and workers bound by a collective agreement or who are members of the contracting organizations not to be able to agree to include in individual contracts of employment stipulations contrary to those contained in the collective agreement.

(b) Stipulations in individual contracts which are contrary to the collective agreement to be null and void and automatically replaced by the corresponding stipulations of the collective agreement.

(c) However, stipulations in individual contracts which are more favourable to the workers than those prescribed by a collective agreement not to be deemed contrary to the collective agreement.

Determination of the Scope of Collective Agreements

The Report deals first with the scope of agreements as determined by the parties voluntarily. In the USA and Canada, agreements are usually concluded by an individual employer and in such cases cover the establishments under his control. If several employers are parties to an agreement, their respective undertakings are covered. If an agreement is concluded by an employers' association, as in the United Kingdom and the Scandinavian countries, all the undertakings of the employers in the association are included within the scope of the agreement.

In regard to the coverage of workers, a collective agreement is entered into by a trade union and will generally cover all the categories of wage-earners which it represents. In the case of an industrial union, all the workers who are organized and working in the industry will be covered, but in a craft union, or a union limited to certain occupations, the agreement will only cover the particular occupational category represented by the trade union. In the latter case, there may be as many agreements in one undertaking as there are trade unions represented.

In the United Kingdom, the parties specify whether the agreement shall cover all the undertakings in a given area, and in Sweden, whether it shall cover all the undertakings through the national territory. In the United Kingdom, however, the practice of nation-wide bargaining has gradually increased and workers in many industries are now under national agreements and national wage scales.

In certain cases, the law determines the scope of collective agreements. For instance, the United States National Labour Relations Board, and the Canada Labour Relations Board, in certifying the organization which is the exclusive bargaining agent, determine the occupational scope of the agreement.

Extension of Collective Agreements

One of the most important problems raised by the regulation of collective agreements is the extension of the terms of the agreement, *first* to workers who, though not members of the organized party to the agreement, are in the employ of an employer or employers bound thereby and *secondly*, to all employers and workers in

a given industry who, though not members of the contracting organizations, nevertheless operate within the industrial and territorial scope of the agreement. In each case, third parties not participating in the agreement are made subject to its terms.

In dealing with the extension of the scope of agreements first to all the work-people, whether organized or not, in the undertaking or undertakings covered by the agreement, the Report states that this is now an accepted principle of most national legislation because it has been impossible to distinguish, as regards remuneration or conditions of work, between organized and unorganized workers employed in the same establishments. This principle is prescribed by law in Brazil, Luxembourg, Sweden, etc., and is the view taken by the courts in the United Kingdom. In United States and Canada, such an extension of an agreement may be accomplished as a result of the representative bargaining union being certified as competent to conclude a collective agreement on behalf of all the workers employed in the unit whether they are organized or not. The Report proposes the following clause on this method of extending application:—

4. The stipulations of a collective agreement concluded between one or several employers on the one hand, and a workers' organization representing the majority of the workers concerned on the other hand, to apply to all the workers in the service of the employer or employers bound by the collective agreement.

Secondly, collective agreements can also be extended to make the terms of the agreement generally binding on all employees and employers in a given industry or trade covered by the agreement.

One of the reasons for such an extension of an agreement is that any employer who has not signed a collective agreement, or who does not belong to the contracting employers' association, may employ his workers under less advantageous conditions than those laid down by the agreement and so may jeopardize collective bargaining by competition.

Such extension can only be effected by law, as it is a matter entirely beyond the contractual authority of the parties. This legal intervention may be either by legislation which provides for extension to non-parties or which provides *ab initio* that any agreement which is concluded shall be generally binding. The first method is the one most generally adopted, for example, in Australia, Belgium, Brazil, the Province of Quebec, Colombia, Costa Rica, Ecuador,

Greece, Hungary, Ireland, Luxembourg, Mexico, Netherlands, New Zealand, Poland, Portugal, Switzerland, Union of South Africa, the United Kingdom, etc.

In most countries, there are a number of conditions attached to the extension. For instance, an agreement cannot be extended unless it has acquired outstanding importance in the industry by reason of it being concluded by a majority of employers and workers engaged in that industry. In six Canadian provinces, industrial standards legislation provides that an agreement may be declared binding throughout the industries and areas concerned if the authority considers that it has been agreed to by a proper and sufficient representation of employers and workers concerned. In Latin-American countries, it is generally provided that a collective agreement must be concluded by two-thirds of the employers and two-thirds of the employees in a particular branch of industry of a specified area before it can be made generally binding on that industry and area.

The decision decreeing the extension of a collective agreement is generally taken only after investigation. In Quebec, for example, and in Mexico, New Zealand, and the Union of South Africa, the agreement is published and all concerned, including those to whom it might be applicable by an extension, are asked to submit observations and objections. If the objections are accepted, the competent authority might refuse to extend the application of the agreement.

Under the French Collective Agreements Act, 1946, a second method of effecting an extension is used. Here, agreements concluded between workers' and employers' organizations apply *ab initio* to a whole industry or trade throughout France as soon as they have been approved.

The Report points out that its proposal does not aim at extending the territorial or industrial scope of the agreement as freely determined by the parties, but simply seeks to include in that scope a minority of persons—employers or workers who are not members of the contracting bodies. The Proposed Conclusion on this point is:—

5. National regulations, taking account of the particular conditions existing in each country, to prescribe appropriate measures to enable the benefit of collective agreements, concluded by employers' and workers' organizations representing respectively a majority of the employers and workers to be extended to all the employers and workers engaged within the industrial and territorial scope of such agreements.

Enforcement of Collective Agreements

The ILO Report examined the different methods of enforcing collective agreements, that is, of settling disputes as to their interpretation and application. The questionnaire, on this point, asked whether the member countries considered that disputes should be submitted to a procedure for settlement agreed to by the parties and, if this breaks down, whether they should be referred to compulsory arbitration or an appropriate judicial procedure.

Those countries where agreements are enforced without recourse to court procedure are discussed first. Organizations of workers and employers in many countries admit that disputes regarding interpretation of agreements should be settled by negotiation and provision is made within the collective agreements themselves for a settlement procedure. In the United Kingdom, the observance of agreements rests mainly on the good faith of the parties and on the economic power of the organizations concerned to secure their observance. It is lawful in the United Kingdom to resort to direct action to enforce a collective agreement subject to certain temporary strike restrictions. In Canada, the United States and the United Kingdom, it is usual for the parties to include arbitration clauses in the agreements providing for a permanent or an *ad hoc* procedure. In Canada, under federal legislation, each collective agreement is required to contain a provision for settlement, by arbitration or otherwise, of all disputes concerning the meaning or violation of the provisions of such agreement, without a work stoppage. When such a provision is omitted, the Canada Labour Relations Board must prescribe it on the request of either party. In Mexico and certain other Latin-American countries, strikes may lawfully be called for the purpose of obtaining compliance with a collective agreement.

Some legislation, as in France and the Netherlands, provides that disputes regarding the interpretation of collective agreements should be taken to the regular courts of the country concerned as an action for damages. The Report comments that many countries have considered it inappropriate to give jurisdiction to the ordinary courts in such matters, since the procedure is comparatively lengthy and expensive, and in a labour dispute, delay should be avoided at all costs. Further, a regular judiciary may not be fully acquainted with the particular problems relating to collective agreements.

A third group of countries, Norway, Sweden, Denmark and Ireland, have set up special labour courts to ensure a prompt settlement of disputes. The Report states

that these special judicial systems are composed of judges who are expert on labour matters, recruited from the occupational circles concerned or appointed on the basis of proposals by the occupational organizations.

The Report, in summary, states that workers' organizations are apprehensive of the intervention of the ordinary courts because of their slow procedure and their lack of experience. On the basis of answers to the question, the Proposed Conclusion of the Office reads as follows:—

6. Disputes arising out of the interpretation or application of a collective agreement to be submitted to a procedure for settlement agreed to by the parties and, if this breaks down, to be referred to an appropriate compulsory procedure.

The responsibility of the parties to collective agreements is one of the most important problems to be considered in relation to the question of enforcement. In the questionnaire, the ILO asked whether the responsibility of the parties should be determined by agreement or, failing that, should be determined by legislation. A distinction is made between the responsibilities of the individual members of an organization and the responsibility of the contracting organization itself.

In most cases, the individual member of an organization is not made directly responsible for observing the agreement as a matter of civil law. However, he does become liable for a breach of any of the provisions which become, expressly or by implication, terms of his own contract of service, just as he would be liable for a breach of any other contract he concludes. On the other hand, in Sweden, by statutory provision, and in France, where collective agreements are made generally binding, an individual is made answerable in varying degrees for his own acts of contravention as distinct from those of other members of the organization. However, this means an observance of the law in force rather than a responsibility for observing the contract.

The responsibility of the contracting organization gives rise to more complicated problems. Legally speaking, an occupational organization is neither a "contractor" nor a "sub-contractor". Although the contracting organizations determine the rights and obligations of the terms of employment of their members, they cannot always undertake to put them into application. Their responsibility can only be involved if it is possible to prove that they have deliberately provoked the violation of an agreement. This means that an organization cannot be held responsible for any dispute

which occurs without its knowledge or for reasons other than an application of the agreement. Further, an organization cannot be answerable if its officers have exceeded their powers as defined in the group's constitution. Finally, in some countries, proceedings can only be taken against an organization if it is incorporated, that is, if it has a legal capacity to assume obligation.

Thus, in general, because of the practical difficulties involved, many legislatures have not ruled explicitly on this question of responsibility. The United Kingdom has formally freed occupational organizations of any liability to be sued for a breach of a collective agreement and any action against an individual who contemplates or furthers a trade dispute is limited. Further, since collective agreements are not as such enforceable by law, the responsibility of the parties to collective agreements cannot be referred to in a legal sense. In the United Kingdom, collective agreements themselves frequently contain provisions relating to the responsibility of the parties. Many countries have restricted the unions' responsibility because an application of common law principles regarding contractual liability would lead to the material ruin of the unions if they had to make good in full all loss caused by an illegal strike. Other countries impose fines or penalties merely as a matter of principle. In Quebec, France, the Netherlands and Sweden, damages are required to be paid but the amount of such damages is limited. France protects certain assets from distraint. In the United States, unions are liable to damages but there is no limit on the amount or on the responsibility of the organization. The United States law provides that any money judgment against a labour organization shall be enforceable against it as an entity and against its assets but not against an individual member or his assets.

Thus, in view of the wide diversity of opinion in regard to responsibility of the parties, the Report recommends the following clauses to be inserted in the international regulations:—

7. (a) Employers' and workers' organizations, parties to collective agreements, to undertake to determine by agreement their respective obligations resulting from the application of such collective agreements.

(b) The legal regulation of such responsibility to be contemplated only in the absence of its regulation by agreement.

(c) National regulations to provide that such movable or immovable assets as are indispensable to the normal functioning of employers' and workers' organizations shall not be liable to distraint.

Supervision of the Application of Collective Agreements

The member countries were asked in the questionnaire whether they considered that labour inspectors should be used to supervise or police the application of collective agreements.

At present, in most countries, such supervision is undertaken either by the employers' and workers' organizations themselves or by representatives of the personnel acting in the establishments. Such supervision is frequently provided for in the collective agreement itself. In the United Kingdom and Sweden, the joint committees in the various industries undertake this task.

Legislation in a number of countries provides for authorized persons or bodies such as labour inspectorates to supervise the application of collective agreements. These inspectorates have been established especially in cases where agreements have been declared generally binding because the administrative authority which extended the application of the agreement to third parties must be the authority to intervene in a supervisory capacity.

In France, labour inspectors act as supervisors assisted by staff delegates. In several other countries, the staff representatives have the right to supervise and to inform

the labour inspectorates of any breaches of the agreements. In Australia and the Union of South Africa, the conciliation and arbitration boards and tribunals and industrial councils control the application of agreements and arbitral awards through their own inspectorates or with the co-operation of labour inspectorates.

In summary, the Report comments that the system of union supervision such as exists in many countries can only relate successfully to members of the participating organizations to the agreement and not to the third parties to whom the agreement may have been extended. In the latter case, legislators have taken the view that application of collective agreements should be ensured in the same way as that of social legislation. The Report proposes that the following clauses should deal with the question of supervision:—

8. (a) Employers' and workers' organizations, parties to collective agreements, to ensure supervision of the application of such collective agreements.

(b) In the absence of adequate supervision by the organizations concerned, labour inspectors or an inspectorate established *ad hoc* to be empowered to supervise the application of collective agreements.

CONCILIATION AND ARBITRATION

Practically all countries have established some form of conciliation and arbitration for the settlement of industrial disputes. Where agreement cannot be reached by negotiation or with the help of such voluntary joint machinery as may be set up by the parties themselves, some other means of settling disputes must be found if industrial strife is to be avoided. The Report points out that national systems may be roughly divided into two fundamental types:—

(1) Voluntary systems, which merely make official machinery available to the parties when collective bargaining has broken down; and

(2) Compulsory systems, under which a settlement may be imposed on the parties and which takes the place of an agreement.

The system adopted in each country is to some degree dependent on the nature of the national economy. In countries with a free economy, where the normal method of regulating wages and other working conditions is free collective bargaining between employer and workers, backed in case of need by such means of direct economic pressure as the strike and lockout, voluntary systems of conciliation and arbi-

tration are the general rule. In countries where the economy is wholly or partly planned, or during periods of emergency, the State tends to determine wages and conditions of employment in relation to the whole economy. Under compulsory systems, strikes and lockouts are prohibited, or, if not specifically forbidden, are considered as being incompatible with the achievement of an economic plan.

The legislation of certain countries, e.g. the United Kingdom, imposes no restrictions on the right of the parties to engage in strikes or lockouts during the procedure.

In Mexico and other Latin-American countries, the right to strike or lockout is guaranteed by law, subject to certain statutory provisions prescribing the conditions under which strikes or lockouts may be considered lawful. If a strike or lockout is declared legal, the parties are free to resort to it.

Under the prevailing systems in a large number of countries, the right to resort to strike or lockout is temporarily suspended, either for a specified period or during the entire conciliation and arbitration procedure.

In some instances (Denmark, Ecuador, Mexico, Sweden), the only restriction

imposed is that the party which is contemplating a work stoppage must notify the conciliation authorities and the other party a specified period in advance. In the United States, the parties are required to give 60 days' notice of intention to modify or terminate an agreement, and during such period the contract provisions must be maintained in force and no strike or lockout may legally take place. An employee striking during the 60-day period forfeits his status as an employee under the Act.

The more general rule, however, is a temporary restriction during conciliation and arbitration procedure. In Canada, the Union of South Africa, India, Venezuela, Panama, Haiti, Guatemala, China, Syria and Iran, strikes and lockouts are illegal until the prescribed procedure has been complied with. In Canada, this includes the collective bargaining and conciliation procedures prescribed in the Industrial Relations and Disputes Investigation Act, under which the parties must enter upon negotiations for the conclusion of a collective agreement, and, if such negotiations fail, a strike or lockout is forbidden until seven days have elapsed after a Conciliation Board has reported on the dispute to the Minister of Labour. In India, strikes and lockouts are forbidden during the period of conciliation and arbitration proceedings and for fixed periods thereafter, or during the time in which a settlement or award is in operation.

In most of these countries, the law seeks to compensate the parties to some extent for their loss of freedom to resort to direct action by laying down rules regarding the reinstatement or protection of workers or

by forbidding any change in the conditions giving rise to the dispute until the parties resume freedom of action following the failure of conciliation. Such provision is made in the law of Canada, China, Ecuador, India, Mexico, Union of South Africa and the United States. In some countries, the parties may resort to strike or lockout if the procedure is not strictly followed or an award not observed. In Mexico, if a strike has been declared lawful, it only suspends the labour contract so that workers must, on resuming work, be reinstated in their former employment.

In Canada, the employer must not, without the consent of the employees, decrease wage rates or alter other existing conditions of employment, pending conclusion of a collective agreement or until conciliation procedure has been exhausted.

To prevent or lessen the effects of strikes and lockouts in the public services or in public utility undertakings which would work hardship on the community and affect public health and safety, special provisions have been enacted in a number of countries. Such services include those which furnish power, light, heat, water, sanitation, public transport and the like. Some countries such as Mexico, Ecuador, and India, require a specified period of notice to be given before a strike or lockout is called; others, such as the United States, prohibit work stoppages during conciliation and arbitration proceedings or for a specified period in consequence of the granting of an injunction; still others, such as certain Latin-American countries (Colombia, Salvador, Costa Rica, Nicaragua, Panama and Chile), prohibit entirely all strikes and lockouts in the industries concerned.

Conciliation and Arbitration

Delegates to the International Labour Conference will consider the following basic principles for inclusion in a Recommendation on Conciliation and Arbitration:—

1. Official conciliation machinery should be established on a permanent basis so as to be immediately available to employers and workers in case of disputes, and should be supplemented by a voluntary system of arbitration to which the parties might have recourse when conciliation fails.
2. If a dispute has been submitted to conciliation, with the consent of the parties, they should not strike or lockout until conciliation procedures have been exhausted.
3. When the parties mutually agree to resort to arbitration for final settlement, they should be required to accept the arbitration award.

Compulsory Conciliation and Arbitration

Compulsory systems of conciliation and arbitration are surveyed briefly. In this section of the Report, compulsory systems which have been in effect in Australia and New Zealand for many years are described, and some mention is made of the methods of settling disputes in countries where wages and other conditions are determined primarily through economic and social planning, e.g., the USSR, Poland and Czechoslovakia.

Under wartime legislation, compulsory conciliation and arbitration under one form or another were imposed in Canada, the United Kingdom and the United States. Compulsory arbitration has been temporarily retained in the United Kingdom under the Conditions of Employment and National Arbitration Order, 1940.

The Australian and New Zealand systems of compulsory conciliation and arbitration are based on the principle that, in compensation for the voluntary surrender of the right to strike or lockout by their associations, workers shall be guaranteed by

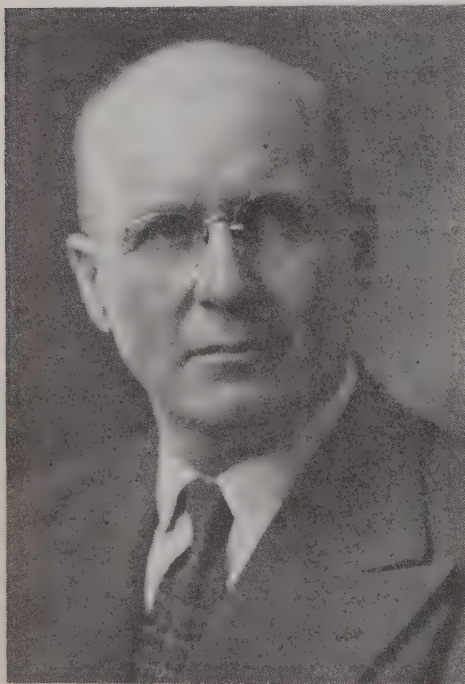
law a certain standard of living. Under such systems, the establishment of a minimum living wage has long been one of the principal functions of the system of conciliation and arbitration. The competent authority fixes a minimum wage calculated to guarantee a proper standard of living. The minimum varies in accordance with fluctuations in the cost of living. Above the level of the guaranteed minimum, wage rates are established by collective agreement. If the parties are unable to conclude a collective agreement, the competent authority determines wages and other conditions of employment by an award which takes into account general economic conditions as well as the interests of the parties. The award binds the parties and may be declared binding on the whole industry. The authority may also make the provisions of a collective agreement generally binding. Strikes and lockouts are forbidden, disputes having to be submitted to the courts of arbitration, and awards and collective agreements are enforced under penalties.

It might be added that in several countries, compulsory procedure is provided for the settlement of disputes involving public utility services, or agriculture (Chile, Argentina) and, as in Canada, in disputes of a legal character, i.e. those arising out of the interpretation or application of collective agreements. In these cases, strikes and lockouts are forbidden.

An examination of the widely varying law and practice in the different countries led to the conclusion that the voluntary system of conciliation and arbitration was most likely to afford at least a minimum of agreement by the Conference, since this method is very generally accepted as a first stage in the settlement of disputes even in those countries which have recourse to compulsory arbitration as a final stage.

In considering what form could be given at this time to international regulations on the subject, the Report comments that the method of a Convention does not appear to be the appropriate one, but that, on the other hand, it would be possible to put together a number of general principles in the form of a Recommendation.

Accordingly, the questionnaire sent out by the ILO dealt only with Voluntary Conciliation and Arbitration. The first question asked whether the Conference should adopt international regulations concerning voluntary conciliation and arbitration in the form of a Recommendation. Of the 24 replies received, all but one was in favour of regulations in the form of a Recommendation.



In Canada, federal labour relations legislation dates back to the year 1900 when the Conciliation Act was adopted by Parliament. Mr. M. M. Maclean (above) is the present Director of the Industrial Relations Branch of the Department of Labour.

Voluntary Conciliation and Arbitration

Conciliation Machinery

Voluntary conciliation, it is pointed out, is in effect a continuation of the collective bargaining process, whereby the parties resume negotiations under the guidance of an independent agency and endeavour to reach an agreement for the regulation of working conditions without any infringement of their right to accept or reject the recommendations of the conciliation authorities.

In most countries, the Minister of Labour or some other competent authority with regard to labour relations may intervene directly in labour disputes, either by offering his own services or by delegating authority to qualified persons.

In the United Kingdom, the Minister of Labour may intervene on his own motion either under the Conciliation Act, 1896, or under the Industrial Courts Act, 1919. He does not normally do so, however, unless the ordinary negotiating machinery of the parties has failed. If the Minister considers that the dispute concerns matters of major importance affecting wider interests than those of the immediate parties, he may constitute a Court of Inquiry under the Industrial Courts Act or a less formal Committee of Investigation under the Conciliation Act.

In some countries *ad hoc* bodies are set up when a dispute arises or threatens to arise. Such a body is temporary in character and constituted for a particular dispute. These bodies are usually composed of representatives of the parties with an independent chairman, often a Government official who has no voting power. *Ad hoc* bodies of this kind are constituted in a number of Latin-American countries, and in India.

[The Conciliation Boards appointed under Canadian legislation, both federal and provincial, are *ad hoc* boards. These three-man boards consist of a nominee of each party and a chairman appointed on the joint nomination of the other two members.]

More frequently, however, national legislation provides for the establishment of permanent agencies which are immediately available to undertake their duties and which since their members are independent of the parties and familiar with industrial problems, are qualified to give an objective opinion on the questions at issue. Legislation establishing permanent agencies may provide for the appointment either of individual conciliators or mediators as in the United States, Canada, the Scandinavian countries and the Netherlands, or of joint agencies including equal numbers of

representatives of employers and workers and appointed as a rule, on the recommendation of their most representative organizations.

In the United States, the Director of the Federal Mediation and Conciliation Service or any authorized subordinate official, may intervene by proffering his services in any dispute which threatens to cause a substantial interruption of commerce and may convene the parties which, however, are free to accept or reject any suggested procedure. If unsuccessful, he must seek to persuade the parties to find other means of peaceful settlement.

An example of a joint agency is found in the bipartite permanent industrial councils set up under the 1937 Industrial Conciliation Act of the Union of South Africa. Equally representative of employers and workers, these councils merely assist the parties to negotiate an agreement and, if unsuccessful, must report to the competent authorities.

Alternatively, the permanent conciliation agencies may be tripartite as in Chile, Mexico, and other Latin-American countries, in which case conciliation boards are composed of employers' and workers' representatives under the chairmanship of a Government or public official.

Conciliation Procedure

Since the longer a dispute continues, the harder it becomes to reconcile conflicting views, it is important to provide a rapid and informal procedure by which the parties may continue their negotiations. Many laws, such as those of Canada and Australia, provide that the formal legal rules of procedure or evidence are not binding on conciliation agencies. Some, by failing to make any provision on the subject, leave the conciliation agencies free to follow such procedure as is deemed desirable, as in the United Kingdom and the United States. Some systems, such as those of Australia, India and Mexico, prohibit the appearance of legal counsel in the presentation of disputes before the conciliation authorities.

Under several systems, the conciliator is empowered to intervene on his own initiative to convene the disputing parties for negotiation as in the Scandinavian countries, or by a proffer of his services, as in the United States. In several Latin-American countries, the initiative must be taken by one or both of the parties who must submit a statement of their demands to the conciliation authority, as well as to the other, within a specified time. In China and India, the procedure must be initiated at the request of the parties, or *ex officio* by the competent authority.

In Canada, under the federal Industrial Relations and Disputes Investigation Act, where a notice to commence collective bargaining has been given, either party may, upon submitting a statement of the difficulties encountered, request the Minister of Labour to instruct a Conciliation Officer to confer with the parties. The Minister may grant such request as he sees fit. He is also empowered to name a Conciliation Officer on his own initiative.

To prevent delays, laws frequently impose time-limits for the various stages of the procedure. In the United States, if the conciliation attempt of the Director of the Federal Mediation and Conciliation Service is not successful "within a reasonable time", he must urge the parties to find other means of settlement. Under the Labour Code of Chile, the conciliation procedure must be completed within 15 days. In Canada, a Conciliation Officer must report to the Minister normally within 14 days. A Conciliation Board must report its findings to the Minister within the same period. However, in each case a longer time may be allowed by the Minister or by the joint consent of the parties.

Conciliation agencies may be empowered to summon witnesses, to make investigations on the spot and call for the production of relevant documents, and the law sometimes prescribes definite periods within which such action must be taken. Under many legal systems, e.g. that of Canada, the investigation constitutes the essential part of the conciliation procedure.

If the parties reach an agreement, either by means of independent negotiation during the procedure or as a result of the recommendations of the conciliation authority, the agreement, in so far as it relates to wages or other working conditions, is considered to have the status and effect of a collective agreement. This has been provided for by law in Mexico and India.

If conciliation fails, the parties resume their full freedom of action. Frequently, the law provides that the conciliation agency shall publish a report of the dispute together with its recommendations for settlement in order that the parties may, under the pressure of public opinion, be led to settle the dispute in spite of the failure of conciliation. In Canada, the Minister has authority to publish the report of a Conciliation Board in such manner as he sees fit. The Act thus places some reliance on public opinion to induce the parties to effect a settlement.

Mention is made in the Report of the reference of various matters connected with disputes to a court or board of inquiry,

in order that Governments may obtain an independent judgment of the facts involved, as in India, Mexico, the United Kingdom and the United States. It is pointed out that while such a procedure has no direct relationship to conciliation and arbitration, the public examination of the factors giving rise to the dispute may provide a basis for further negotiations leading to a settlement. In the United Kingdom, in major disputes the Minister of Labour may constitute a court of inquiry under the Industrial Courts Act, consisting of one or more persons appointed by the Minister. It may include employers and workers outside the industry concerned and an independent chairman. The consent of the parties is not required for the appointment of a court whose primary purpose is to inform Parliament and the public on the facts and underlying causes of the dispute. It may make recommendations for settlement but neither party is bound to accept such recommendations. In the United States, the President may appoint a fact-finding board consisting of such members as he shall determine, to look into the causes of a dispute and report to him. The report may not include recommendations for settlement.

Mention might be made too, of the power given to the federal Minister of Labour of Canada to appoint Industrial Inquiry Commissions of one or more persons, either on application or on his own initiative, for the purpose of making "any inquiries he thinks fit regarding industrial matters" or of investigating complaints of alleged violations of the Act. Such a commission reports its findings to the Minister who publishes them as he sees fit.

Arbitration Machinery

Voluntary arbitration, used either as a substitute for or after the failure of conciliation, provides a method by which the parties may compose their differences through an award given by one or more independent persons or arbitrators. The effectiveness of voluntary arbitration procedure is increased if the parties, having consented to submit the dispute to arbitration, agree in advance to accept the award.

Agreement to arbitrate may include the appointment of the arbitrator. A number of countries have found it desirable to provide either *ad hoc* or permanent voluntary arbitration facilities.

In Venezuela, for example, on the failure of a conciliation board to achieve a settlement, the board may unanimously recommend reference of the dispute to voluntary arbitration. It may then set up an arbitra-

tion board consisting of an independent chairman and three representatives of each party, who are not connected with the industry concerned and who are selected from panels submitted by trade associations. The decisions of the board must be adopted by a majority vote, and are binding on the parties for a specified period.

In the Union of South Africa, an industrial council or conciliation board may, on the failure of conciliation, refer the dispute to a single arbitrator or to an arbitration board sitting under an umpire. The arbitrator or board and umpire are selected by representatives of the employers and employees and their award is legally binding on both parties.

Legal systems establishing permanent machinery for voluntary arbitration may make permanent arbitrators available to the parties as in the United States, Sweden, and the United Kingdom, or may provide for the appointment of permanent arbitration commissions or tribunals, including employers' and workers' representatives appointed on the recommendation of the most representative organizations, e.g. the Industrial Court in the United Kingdom and permanent agencies in Switzerland, Mexico and other Latin-American countries. As a part of the facilities offered by the United States Federal Mediation and Conciliation Service, a list is kept of arbitrators whose services are available, on application by the parties.

The permanent Industrial Court of the United Kingdom, set up under the Industrial Courts Act in order that there might be a Standing Arbitration Council to which disputes affecting whole industries or parts of industries might be referred, consists of persons appointed by the Minister of Labour, of whom some are independent, some represent employers and some represent workers. The general practice is for the Court to sit as a panel of three. Its decisions are not legally binding. In France, the Economic Council which is the advisory body of Parliament and the Government, and on which employers' and workers' organizations are represented, may be called upon to arbitrate in industrial disputes, provided that the parties so request and the Ministers concerned agree.

[In Canada, legislation provides for arbitration of disputes which arise over the interpretation or an alleged violation of a collective agreement. In this type of dispute, strikes and lockouts are forbidden during the life of the agreement since the Industrial Relations and Disputes Investigation Act requires every collective agreement to contain a provision for final settle-

ment of such differences, by arbitration or otherwise, without stoppage of work. When such provision is not included, the Labour Relations Board must, on the application of either party, insert it in the agreement. Most agreements provide for "grievance procedure" which usually involves a series of stages of conferences between, on the one hand, the aggrieved employee, union representatives and committees, augmented by international union officials, and, on the other, supervisors and successive levels of management. The agreement may provide that any dispute which has properly been carried through the various steps of the grievance procedure and which has not been amicably settled will, at the request of either party, be referred to a board of arbitration appointed by the disputants themselves.

As regards disputes concerning the negotiation, renewal or revision of an agreement, the Industrial Relations and Disputes Investigation Act does not provide for arbitration facilities. Conciliation facilities, however, are provided for, as has been noted above, and the recommendations of a Conciliation Board for the settlement of a dispute are binding on the parties if they so agree in writing.

Another federal statute, the Conciliation and Labour Act, 1906, provides for arbitration. Normally intervention under this Act is restricted to industries under federal jurisdiction but conciliation or arbitration facilities are provided in industries within provincial jurisdiction upon the joint request of the parties and upon the express request or consent of the provincial authorities concerned.

The Act provides that, upon the application of both parties, the Minister of Labour may appoint an arbitrator. The part of this Act most commonly used, however, is that empowering the Minister to appoint a Conciliation Officer to inquire into a dispute.]

Arbitration Procedure

Arbitration agencies, particularly the *ad hoc* agencies, are usually allowed the greatest possible freedom regarding procedure.

Nature and Effect of Arbitration Award

Awards of an arbitration board may be binding, with the same force as that of a freely concluded collective agreement, or they may merely take the form of a recommendation. Awards of the permanent Industrial Court of the United Kingdom

and of arbitration boards in Sweden have no legally binding force. In practice, however, awards of this character are usually accepted by the parties.

In most cases, however, an award is binding on both parties by virtue of the agreement to arbitrate or by virtue of express statutory provisions establishing the procedure.

Proposed Conclusions for a Recommendation

I. Voluntary Conciliation

It is the opinion of a majority of the Governments who replied to the questionnaire that voluntary conciliation authorities, having regard to the particular conditions existing in each country, should be established on a permanent basis and in sufficient number to enable them to offer their assistance to the parties in the prevention and settlement of collective industrial disputes. It is felt that conciliation facilities should be of a permanent character in order that they may be quickly put into operation when disputes arise.

Voluntary conciliation authorities of a multilateral character should, it is considered, include equal numbers of representatives of organizations of employers and workers. Participation of employers' and workers' associations in the conciliation procedure is necessary if the disputing parties are to have confidence in the procedure. Organizations of employers and workers concerned in a dispute should be associated in all stages of the procedure.

Practically all Governments accept the principle that the conciliation procedure should be free of charge and expeditious but consider that international regulations should be flexible enough to permit each Government freedom to regulate details of the procedure. The periods prescribed by national regulations for examination of the dispute should be fixed in advance and kept to a minimum.

To offset delays in bringing the machinery into motion and to take account of the possibility that for varying reasons no party will initiate the conciliation procedure, the international regulations should provide for the setting in motion of the procedure *ex officio* by the voluntary conciliation authority, as well as on the initiative of any of the parties to the dispute.

If a dispute has been submitted to a conciliation authority with the consent of all parties concerned, they should be required to abstain from strikes and lock-outs while conciliation is in process. It was pointed out that, where the parties mutually agree to substitute conciliation for direct action, they should, if acting in good faith, refrain from resorting to strike or lockout during conciliation proceedings.

A majority of the replies received support the principle that any agreement which the parties may reach during conciliation procedure, whether or not as a result of accepting the recommendations of the conciliation authorities, should be drawn up in writing and should be treated as freely concluded collective agreements.

II. Voluntary Arbitration

As regards voluntary arbitration, Governments were asked: (1) if they considered that a system of voluntary arbitration should be established to which the parties might have recourse either at the outset or after breakdown of the conciliation procedure, and (2) whether it should be provided that, once a dispute has been submitted to arbitration with the consent of all parties concerned, they should be required to accept the arbitration award.

The principle of voluntary arbitration is supported by a majority of the replies. As with voluntary conciliation, it is considered that a permanent system of voluntary arbitration should be established which has the advantage of being immediately available to the disputing parties. The form of the facilities and the procedure to be followed are largely matters to be determined by Governments in the light of experience within each country.

With respect to the second question, it is noted that the mere fact that the parties mutually agree to have recourse to voluntary arbitration carries an implied intent to abide by the result and as a rule the terms of submission contain an express provision that the parties agree to be bound thereby. In the absence of such an agreement, the arbitration procedure could result in nothing more than an advisory opinion which the parties might either accept or reject. The Proposed Conclusion, therefore, is that if a dispute has been submitted to arbitration for final settlement with the consent of all parties concerned, the parties should be required to accept the arbitration award.

CO-OPERATION BETWEEN PUBLIC AUTHORITIES AND EMPLOYERS' AND WORKERS' ORGANIZATIONS

In order that Governments may increase production and labour efficiency and raise the standard of living of workers, the question of co-operation between the State, management and workers has become an important one.

The Report surveys the recent experience of the different countries in co-operation between the public authorities and employers' and workers' organizations at three levels: the level of the undertaking, the level of the industry, and the national level.

In a very large number of countries some machinery for such co-operation has been established at the level of the undertaking, either by agreement between the parties or by legislative action. The agencies for co-operation in the undertaking are, for the most part, joint production committees, work committees or councils, staff delegations, etc. These committees perform both social functions, on the one hand, and technical and economic functions on the other. For the most part, the committees deal with matters concerning the welfare of the workers, e.g. safety and health, vocational training, apprenticeship and amenities. In the technical or economic field, their functions are usually of an exclusively advisory kind. The committees study production methods, employment problems, etc., and make suggestions with the object

of increasing production, and rendering the undertaking more efficient.

The Report finds that experience with such machinery is sufficiently general as to make appropriate the drafting of international regulations on this subject, either in the form of a Convention or a Recommendation.

As regards co-operation at the industrial level, the Report finds a wide variation in the extent to which such co-operation is being effected in the different countries. An example of co-operation at the industrial level is found in the Working Parties set up in the United Kingdom in about 20 major industries, for instance, in the cotton, boot and shoe, pottery and hosiery industries. Working Parties represent employers, trade unions and the general public.

Machinery for co-operation at the national level also varies widely. It may take the form of economic councils, planning councils, national labour councils, etc. In some countries, these bodies have purely advisory powers; in others, they may initiate action and even make decisions.

The Report comments that the problem of Government-employer-worker co-operation is a vast one which will probably occupy the attention of the ILO for several years.

Quebec Roman Catholic Bishops Issue Pastoral Letter on Labour

The Roman Catholic Episcopate of the Province of Quebec issued a pastoral letter on March 19, on the "problem of the worker in the light of the social doctrine of the Church." The 35,000-word document, signed by heads of 25 archdioceses and dioceses, advocates social action toward a reform of enterprise which would "gradually lead organized workers to participate in management, profits, and ownership, according to a just conception of the nature of private property and of the legitimate rights of proprietors over productive property."

The pastoral letter also recommends establishment of an "organization of labour based on a workable statute to protect the right of association—employers' as well as workers'—which will normally lead the associations of employers and employees towards the guild system (*organization corporative*)."

Among the main recommendations in the letter, which was read in all Roman

Catholic churches in the Province of Quebec, are:—

1. Support of the Canadian and Catholic Confederation of Labour.

2. Legislation to give the labouring class the means to take its place in the community and to "share in the benefits of progress and contemporary culture." "Legislation concerning the right of association," states the episcopal document, "should constantly be improved so as to permit a sound unionism to fulfil its necessary role as an agent of order and social peace."

3. Support of state measures to combat Communism. "Above all," says the pastoral letter, "it is necessary to favour a better distribution of riches, a state of security for all honest and conscientious workers, and a system of labour which respects the human dignity of the worker."

4. Support of priests active in social action, based on the church's social doctrine, and in labour and employer organizations.

5. Endorsement of the work of the Sacerdotal Commission on Social Studies, an organization of the clergy with power to pronounce itself on social questions.

INTERNATIONAL LABOUR ORGANIZATION

Vocational Training of Adults Including Disabled Persons To be Studied at ILO Conference

Proposals for international regulations on the training of adults, including disabled persons, were drafted recently at an ILO technical meeting, and will be studied by the International Labour Conference in June.

The question of the vocational training of adults, including disabled persons, is to be one of the items on the agenda¹ of the International Labour Conference at its 33rd Session, to be held at Geneva this June.

In preparation for the Conference, a preliminary meeting was held at Geneva from January 23 to February 3, which gave study to the question and drew up a draft text for submission to the June Conference.

The text sets forth in detail the principles which should apply in the training of adults, and makes recommendations for the organization and administration of vocational training. It notes among other things, the possibilities of training as a means of facilitating the upgrading of employees, and of aiding in the re-employment of jobless workers.

It proposes that disabled workers be trained so far as possible in accordance with the same conditions as other adults, but that special facilities be provided for them where necessary.

The Preparatory Technical Tripartite Conference was attended by representatives of seventeen governments.

The following ten countries sent tripartite delegations, consisting of government, employers' and workers' delegates: Belgium, Canada, Denmark, Finland, France, United States, Netherlands, United Kingdom, Sweden, and Switzerland. The other countries which were represented at the Conference were Austria, Brazil, Chile, India, Iran, Italy, Norway.

The Canadian Delegation consisted of the following:—

Government Delegate: Brigadier J. E. Lyon, Assistant Director, Training Branch, Department of Labour, Ottawa.

Employers' Delegate: Mr. Roy L. Campbell, Secretary, International Paper Company Limited, Montreal, Quebec.

Workers' Delegate: Mr. William H. Burnell, First Vice-President, International Brotherhood of Pulp, Sulphite, and Paper-mill Workers, Cornwall, Ontario.

Both Mr. Campbell and Mr. Burnell were selected as group substitutes on the Steering Committee. Mr. Burnell was also a member of the working party which carried out preliminary study of the points dealing with the training of disabled persons. Brigadier Lyon and Mr. Campbell both served on the Drafting Committee, the job of which was to study carefully all the final recommendations of the Conference and ensure that the French version coincided with the English version.

In his opening address to the Conference, the Secretary-General emphasized the importance of the question on the agenda. He recalled that, even though the training of adults had been subject to precise and manifold regulation during periods in the past, it had been neglected somewhat at the beginning of the contemporary industrial age. The question of vocational training, and in particular the training of adults, had been considered by all Regional Conferences and by the great majority of industrial committees of the ILO which had met since the war and was, therefore, one to be dealt with appropriately on an international level. The Assistant Secretary-General described briefly the purpose of the Conference and reminded delegates that its task was to provide an international basis for national action which would produce the desired economic and social results.

Throughout the Conference, although discussions were lengthy and at times heated, it was evident that there was not a great deal of real conflict about the principles which were being discussed. Many of the countries which were represented are well advanced in their thinking about vocational training and in their plans for carrying it out.

¹ The full agenda was published in last month's LABOUR GAZETTE (p. 318).

Summary of Proposed Text

The text which was approved recommends the adoption of international regulations on the vocational training of adults, including disabled persons, in the form of a Recommendation. It also sets forth the scope of the training envisaged, including the provision of training facilities, and the persons for whom training should be provided. It lists those for whom special training or retraining measures should be taken. Priorities in admission to training facilities are recommended, as are training facilities for production workers and supervisors.

The principles of training are set forth as follows:—

- (a) Vocational training of adults to be developed in collaboration with employers' and workers' organizations according to the situation and trend of the employment market and the efforts to increase national production, and to the possibilities of absorbing trainees into suitable employment.
- (b) Vocational training also, as far as possible, to enable adults to obtain background knowledge related to the occupations they are learning and to

the industries in which they may be employed in particular to facilitate upgrading of workers.

- (c) Vocational training of unemployed adults not to be used as a substitute for unemployment insurance or assistance schemes but, in this connection, to be used to facilitate the re-employment of unemployed workers who require training in order to find suitable employment.

Methods of training, which include selection, preparation of training programs and supervision measures, are outlined and practices recommended both for in-plant training and also for training outside the undertakings. Three paragraphs are devoted to the training of supervisors and two to the recruitment and training of instructors.

The training of disabled persons comprises a separate section of the Recommendations and the first principle laid down is that the principles, measures and methods of training set forth for adults should be applied to all disabled persons in so far as medical and educational conditions permit. In this connection, the general feeling seemed to be that, if suitable training



Canadian Government, Worker, and Employer representatives at the ILO preparatory conference on training of adults and disabled persons: R. L. Campbell, Secretary of the Canadian International Paper Co. Ltd., Brigadier J. E. Lyon, Assistant Director of the Canadian Vocational Training Branch of the Department of Labour, and W. H. Burnell, First Vice-President of the International Brotherhood of Pulp, Sulphite and Papermill Workers.

facilities are provided for adults, the training of disabled persons follows naturally. However, attention is drawn to the necessity for medical supervision of most disabled persons under training and for special facilities in cases where disabled persons, by reason of the nature of their disabilities, cannot be trained in company with able-bodied persons.

The recommendations for the organization and administration of vocational training are set forth in some detail and are quite comprehensive. A final paragraph deals with international co-operation in the training of adults. It is recommended that States' Members should co-operate where necessary and practicable, and where desired with the help of the International

Labour Office, in measures to promote the training of adults. Suggestions as to how that co-operation might be carried out are given.

The adoption of the text was unanimous, although the Employers' Group requested that their reservation be recorded to a paragraph which dealt with the provision of remuneration or allowances to adults under training, having regard for any unemployment benefit or any other allowance they might be receiving and other factors, such as age, family responsibilities, cost of living in the district concerned, and special personal expenses connected with the training, such as those for transport or housing.

Third Session of Iron and Steel Committee

Resolutions on the guaranteed wage and on the social effects of technological improvements were adopted by the ILO Iron and Steel Committee during the course of its third session.

The Iron and Steel Committee of the International Labour Organization, at its Third Session during November-December, 1949, in Geneva, Switzerland, recommended that the attention of employers' and workers' organizations and wage-fixing authorities be drawn to the need for study of the possible values of a guaranteed wage for the iron and steel industry in the light of relevant economic and social conditions.

Another important resolution concerned the need for study of the social effects of technological improvements in the industry, especially the effects on employment, and the need for co-operation between employers and workers to prepare in advance plans to meet the effects of the resulting displacement of workers.

The Committee also reviewed action taken by member nations and the International Labour Office in the light of the conclusions of its Second Session, and recent developments in the industry.

Canadian Delegation

The Canadian Delegation to the Iron and Steel Committee Session was as follows:—

Government delegates.—J. E. Matthews, M.P., of Brandon, Manitoba, and F. J. Ainsborough, Industrial Relations Officer of the Federal Department of Labour.

Employers' delegates.—A. L. Lott, Manager of Industrial Relations for the Steel Company of Canada, Hamilton, Ontario, and P. J. Power, Superintendent of Industrial Relations for the Dominion Steel and Coal Corporation, Sydney, Nova Scotia.

Workers' delegates.—G. P. Schollie, Canadian Vice-President of the International Association of Machinists, and L. Lavallee, President of the Montreal Machine Shop Workers' Union.

The honour of opening the general debate of the Committee was given to Mr. Matthews, and Mr. Ainsborough was elected a member of the Steering Committee for the Session.

Agenda

The first item on the agenda was the General Report prepared by the International Labour Office, outlining action taken in various countries to implement the conclusions of the Second Session, steps taken by the Office to follow up the studies and inquiries proposed at that Session, and recent events and developments in the iron and steel industry. The second item on the agenda was the subject of guaranteed wages in the iron and steel industry, and the third was a consideration of technological improvements in the industry and their effects on employment, which are matters of growing concern to both employers and workers. These two latter items were referred to subcommittees for study.

General Discussion

The Chairman, J. J. Ricard of the Ministry of Social Affairs of Denmark, opened the first of seven plenary sittings of the Committee by welcoming the delegates of 13 countries: Belgium, Canada,

China, France, India, Italy, Luxembourg, Mexico, Netherlands, Sweden, Union of South Africa, United Kingdom, and United States, to this Third Session of the Committee, and referring to the accomplishments of the First Session, Cleveland, Ohio, 1946, and the Second Session, Stockholm, Sweden, 1947. He also welcomed the observers present from the United Nations, from the International Federation of Trades Unions of Salaried Employees, Professional Workers and Supervisors, from the International Federation of Christian Metal Workers' Trades Unions, and from the World Federation of Trade Unions.

J. E. Matthews, M.P., of Canada, opened general discussions at the second plenary sitting, with a brief résumé of the situation in the primary iron and steel industry of Canada. He said that wartime advances in new equipment and modernization have resulted in a 60 per cent increase in production, which has continued at capacity since the war to meet a growing demand for steel in peacetime industries. In the last ten years, workers in the industry increased from 15,000 to 35,000, while average weekly earnings went up approximately 68 per cent and yearly income was even higher because of steady year-round employment. The wide dispersal of coal and iron deposits and markets in Canada has imposed peculiar problems on the industry which have been approached realistically; new iron ore deposits on the Quebec-Labrador boundary are being developed which will help to facilitate the stabilization and expansion of the industry in Canada.

After the general debate, John Price, the Secretary-General, summarized the discussion and replied to certain criticisms which had been expressed by delegates. Some difficulty had been encountered because of the lack of standard definitions and classifications for occupations and processes in the industry, making it hard to correlate the available data on the industry in various countries, but this would be overcome as statistics were improved, in accuracy and uniformity. The Industrial Committees after some initial delays were proving themselves extremely useful in promoting an understanding of problems in the different countries and providing the basis for international co-operation and assistance. The real problem of the Iron and Steel Committee was how to awaken the consciousness in member countries that its work could be of value to the industry, and to make more widely known the assistance which the International Labour Organization could afford to the development of the industry.

Guaranteed Wages in the Iron and Steel Industry

The discussions of the Subcommittee set up to deal with this item were based principally upon a Report prepared by the International Labour Office entitled *Guaranteed Wages in the Iron and Steel Industry*, as well as on previous ILO Reports on Wages. Workers' members emphasized that guaranteed wages would help to remove the causes of the misery of unemployment. They were almost unanimous in urging that the whole financial responsibility for a guaranteed wage scheme should be borne by the employers as a result of collective bargaining between the employers' and workers' organizations in the industry, rather than as a result of legislation, except in countries where wage-fixing authorities determined the conditions of employment of workers in the iron and steel industry. It was hoped that appropriate studies would be made to reduce so far as possible cyclical fluctuations and seasonal variations in production and employment.

The United States Government member drew attention to the fact that if any scheme for guaranteed wages was introduced, existing legislation in such fields as unemployment insurance, premium over-time payments and taxation might have to be amended to prevent duplication and other obstacles. The Chairman, who was the United Kingdom Government member, indicated that the basis for the acceptance of the principle of the guaranteed wage in the United Kingdom was, in his opinion, recognition of the fact that industry had some responsibility for protecting workers against a stoppage of wages due to factors outside their control. He felt that industry did have an obligation to protect workers who were under-employed or unemployed due to circumstances existing within the industry.

There was some difficulty in agreeing upon an exact definition of a guaranteed wage, and whether it should cover such circumstances as sickness, bad weather, fires in the plant, and strikes. Most members felt that the guaranteed wage scheme should only be stated in general terms and that the details in each country should be worked out between employers' and workers' organizations to cover the local situation. For example, in some countries unemployment insurance and other legislation made provision for matters like sickness which were not within the control of the employer. So far as the International Labour Office knew,

the guaranteed wage scheme in Australia was the only one in which the guaranteed wage applied during sickness.

Employers' members pointed out that the employers had opposed the Resolution concerning the guaranteed wage which was adopted by the 31st Session of the International Labour Conference, but nevertheless they recognized that the demand for a guaranteed wage arose from a legitimate aspiration of the workers, security of employment, and they were willing to discuss the question in good faith. A scheme of guaranteed wages would increase production costs in the industry, and in a period of serious depression this might ruin the industry. Stability of employment was closely linked to stability of production.

A draft memorandum was submitted by the Drafting Committee, which, after some modifications, was adopted by the Subcommittee in the form of a Resolution, the operative part of which is as follows:—

Resolution concerning Guaranteed Wages in the Iron and Steel Industry.¹

The Governing Body of the International Labour Office is invited to request the Governments of States Members of the International Labour Organization to draw the attention of employers' and workers' organizations in the iron and steel industry, and, where considered appropriate, the wage-fixing authorities concerned, to the following points agreed by the Iron and Steel Committee concerning the guaranteed wage in the iron and steel industry:—

1. Experience of Guaranteed Wage Schemes to date.

Practical experience with guaranteed wage schemes at the present time, both in iron and steel and in other industries is extremely limited. Such schemes have been established in very few countries, and in general even in those countries these schemes have been in force for a limited period. Those schemes inaugurated during recent years have operated in general under conditions of full employment and a high level of activity for the industry, and the effectiveness and practicability of the schemes in different economic conditions cannot yet be assessed. For this and other reasons the application of guaranteed wage schemes is in an experimental stage of development and must be regarded as subject to reconsideration and review.

2. Description of the Guaranteed Wage.

A guaranteed wage scheme may be defined as an arrangement whereby an employer, having undertaken to provide employment at the ordinary rates of pay for a specified number of hours, days or weeks, pays a specified amount of wages if, the worker being available, neither his customary work nor reasonably alternative work can be provided. An arrangement similar to the above,

but under which the wages are paid not directly by the employer but by an organization taking his place, would fall within the definition of a guaranteed wage. The requirement to provide for a guaranteed wage is normally subject to certain limitations and conditions as defined in collective agreements, legislation or orders of wage-fixing authorities.

3. Purpose and Objects.

The main purpose of a guaranteed wage scheme is to provide security of wages for the workers in the industry. Insecurity of wages, following from unemployment or under-employment in any industry, may be caused by a variety of circumstances, and it is difficult to define precisely the field which can appropriately and effectively be covered by a guaranteed wage scheme. Variations in the level of employment affecting the security of income and employment of workers are of four main types:

- (a) Long period and permanent changes resulting, for example, from changes in demand or from technical developments.
- (b) Cyclical fluctuations in production arising from general economic conditions.
- (c) Seasonal variations.
- (d) Occasional fluctuations which may arise from the economic policy of undertakings or Governments or from other causes.

Because of these variations and fluctuations, workers in this industry have experienced fluctuations in employment and income. The extent of such fluctuations and the amount of unemployment experienced by workers varies, of course, from country to country.

The extent to which a guaranteed wage scheme can meet the circumstances described above and secure an increased security of workers' incomes will vary according to the social and industrial conditions in different countries. In general, however, it would seem an appropriate means of affording protection against the consequences of temporary interruption or dislocation of work which will arise from time to time, but would not seem to provide appropriate or fully effective protection against the consequences of long-term and other unemployment of the kind likely to arise under types (a) and (b) above. Certain of the problems which arise in these circumstances are not appropriate for consideration in detail in relation to the guaranteed wage, and are, in part, under consideration by the Subcommittee on Technological Changes. It should be noted, however, that the increased security of income provided by the application of a guaranteed wage scheme may, in some countries, contribute to reducing the fluctuations in industrial activity due to changes in demand.

4. The Appropriate Method of Application of the Principle of a Guaranteed Wage for the Iron and Steel Industry.

It would appear that the most appropriate method of applying guaranteed wage schemes in the iron and steel industry would be for these schemes (and particularly the period of the guarantee and the limitations on their application) to be negotiated by collective bargaining between the employers' and workers' organizations particularly concerned. In some countries, however, where

¹ This resolution was adopted by 36 votes to 1, with 11 abstentions, at a Plenary Sitting of the Committee.

the conditions of employment of workers in the iron and steel industry are normally determined by wage-fixing authorities or by legislation, such schemes may be determined or approved by these means.

5. *Some Economic Considerations to be taken into account in applying the Guaranteed Wage in the Iron and Steel Industry.*

The cost of a guaranteed wage scheme is of fundamental importance in determining the feasibility of such a guarantee in the industry. Its introduction will generally involve some increase in production costs. The size of the increase will depend on the details of the scheme and on a number of other considerations including the effectiveness of policies at the national level designed to maintain a high and stable level of employment. Within the industry itself, an important economic consideration will be the relative proportion of labour cost to total production cost which varies in different countries and in different processes.

The application of the guaranteed wage should accordingly be considered in relation to its effects on costs of production and prices ruling in the industry and more particularly in relation to other provisions in respect of wages and conditions of employment which in part determine the labour costs. These considerations will vary widely in different countries.

The question of the guaranteed wage will also have to be examined in relation to other provisions for securing increased security of incomes which may already exist on a national or industrial scale and which may be financed in part or in whole by the industry and therefore represent an addition to its costs.

6. *Conclusions.*

(a) The application of a guaranteed wage may be of real value to the workers in the iron and steel industry in providing increased security of income, but each particular guaranteed wage scheme must be determined in the light of the relevant economic and social conditions affecting the iron and steel industry in each country, failing which the economic effects may be of such a character as to render a scheme incompatible with the satisfactory operation of the industry and thereby make the scheme ineffective.

(b) All questions related to any such schemes are matters for the customary machinery for determining wages in the country in question. Guaranteed wage schemes should secure the objectives set out in point 3 above, having regard to the major economic considerations set out in point 5 above.

Technological Improvements and their Effects on Employment

This Subcommittee began by discussing the Report prepared by the International Labour Office on *Technological Improvements in the Iron and Steel Industry and Their Effects on Employment* which reviewed modernization and development plans in the industry in 18 major industrial countries.

After analysing some effects of technological advances on employment, and measures to combat "technological unemployment" in individual countries, the Report posed twelve questions for general discussions by the Subcommittee, which aroused considerable debate. Employers' members maintained that the social effects of technological improvements often materialized very slowly and with a minimum of disturbance to the workers concerned, but Workers' members declared that it was the short-run temporary employment which caused great hardship to individual workers.

One of the questions arousing most discussion was whether employers could reasonably be expected to make financial provision in their budgets for the social costs as well as for the financial costs of technological improvements. The Workers' members suggested a national redundancy and rehabilitation fund in each country to compensate iron and steel workers whose jobs became redundant as a result of technological improvements, from which they might either be trained for re-employment or if elderly given retirement pensions. The Employers' members thought that this scheme would add to the costs of production and indirectly increase unemployment, but were prepared to agree, in the event of technological improvements leading to a reduction in the number of workers, that redundant workers should be either fitted into other jobs in the plant or retrained for new jobs. The United States Government member felt that such a levy on finished products might overlap and conflict with existing Government programs in some countries for retraining workers, with collective bargaining provisions, and with old age pensions and unemployment insurance. Several compromise proposals were put forward, from which the Drafting Committee was able to arrive at the text of the final Resolution.

Another subject arousing differences of opinion was the problem of the extent to which major schemes for reorganization or modernization of the industry should be submitted for approval either to the Government or to a public board including independent members and workers' as well as employers' representatives. The Workers' members supported such a plan, while the Employers' members considered the question was not within the competence of the International Labour Organization. The Drafting Committee omitted any reference to this point in the Resolution, in view of the wide divergence of viewpoints.

The Resolution finally passed by the Subcommittee follows:—

Resolution concerning Technological Improvements in the Iron and Steel Industry and their Effects on Employment.¹

The Iron and Steel Committee of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva for its Third Session from November 22 to December 2, 1949;

Recognizing that technological improvements in the iron and steel industry are of the utmost importance because they

- (a) may enable the products of the industry to be produced more cheaply, and
- (b) may lead in the long run to a higher standard of living for the workers in the form, for example, of shorter hours of work, higher wages, or lower prices for consumption goods of which iron and steel form constituent parts;

Considering, however, that technological improvements may cause in some cases displacement of workers in the industry with the result that these workers are threatened with a period of unemployment until they can be reabsorbed either into the iron and steel industry itself or into another industry;

Noting moreover that measures to deal with this situation will be much more effective if the general employment situation is favourable than if there is general unemployment due to the fluctuations of the business cycle, and that consequently measures aimed at ensuring full employment are essential to the successful solution of the problem of technological unemployment in the iron and steel industry; and

Being convinced that special consideration should be given to preventing if possible or to minimizing such unemployment,

Adopts this 2nd day of December, 1949 the following Resolution:—

1. Careful study and attention should be devoted by Governments, employers and workers in the various countries concerned to the social effects of technological improvements in the iron and steel industry and especially to the effects on employment.

2. There should be co-operation between the employers' and workers' organizations concerned with respect to:

- (a) the preparation in advance of plans to deal with the effects of technological improvements;
- (b) advance notification to the workers and their representatives and to the public employment service of expected displacements of workers;
- (c) the granting within the industry of a preference to displaced iron and steel workers in filling vacancies;
- (d) vocational guidance of displaced workers within the industry; and
- (e) the action to be taken when workers become redundant as a result of technological improvements and are threatened with unemployment.

3. (1) Provision should be made so far as practicable for the re-training of displaced workers, to enable them to find new employment.

(2) This provision should be made:

- (a) by the iron and steel industry in so far as new openings are available within the industry;
- (b) by the public authorities in cases in which transfer to another industry becomes necessary, and adequate re-training facilities are not available in the industry to which the workers are transferred.

4. (1) Arrangements should be made as far as possible by agreement between the employers and the workers to enable displaced workers to accept employment within the industry and whenever possible accrued advantages of seniority should be continued.

(2) Arrangements should be considered in the light of agreements existing between employers and workers in the various countries to deal with other accrued benefits, for example holiday credits and pension rights.

5. (1) Steps should be taken to promote and facilitate the movement of workers in the industry, and their families, from places where employment opportunities are contracting or may be expected to contract to places where employment opportunities are expanding.

(2) For this purpose special attention should be given to the provision of adequate accommodation both for workers transferred within a particular country and for immigrants who are to be employed in the industry.

6. (1) In view of the fact that technological improvements may cause hardship to some workers in the industry, consideration should be given in accordance with the normal negotiating machinery existing in individual countries to the possibility of financial provision being made to mitigate such hardship.

(2) The Governing Body of the International Labour Office is invited to authorize the Office to study this question further and to report thereon to a future session of the Iron and Steel Committee.

7. The public employment service and the Workers' organizations should do everything in their power to give workers an intelligent understanding of the social implications of technological improvements and to assist them to adjust themselves to changed conditions resulting from such improvements.

Other Resolutions

Four other resolutions were adopted by the Committee after some discussion:—

(1) A Resolution prepared by the Working Party on Statistics, asking the Governing Body to request all member countries to provide the Office with complete lists of official sources of statistics relating to the iron and steel industry and to keep the Office informed of new statistics issued for the industry concerning such matters as productive capacity, total production, distribution to consumers, employment and unemployment, earnings, hours of work, industrial disputes, accidents and labour turnover.

¹ This Resolution was adopted by 50 votes to 1 at the Seventh Plenary Sitting of the Committee.

(2) A Resolution urging the Governing Body to do all in its power to fulfil requests for technical assistance made by the iron and steel industry in the under-developed countries, to ensure a progressive increase in their volume and efficiency of production.

(3) A Resolution requesting the Governing Body to suggest to Governments of member countries that they call together representatives of the organizations concerned in the iron and steel industry, to

discuss the Resolutions adopted by the Iron and Steel Committee and consider what action should be taken to give effect to them.

(4) A Resolution inviting the Governing Body to ensure that the Office completes its inquiry into vocational training and promotion in the iron and steel industry, in order that this subject may be placed on the agenda of the Committee at its Fourth Session.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

Chief interest during February in the field of industrial relations under Dominion jurisdiction centred on disputes affecting Canadian railways and Polymer Corporation, Limited, and an application for certification involving employees of the Canadian Press.

Introduction

Late in February hearings were resumed in Montreal by the two Boards of Conciliation under the chairmanship of Hon. Mr. Justice J. O. Wilson, of Vancouver, which are dealing with the current dispute between the principal Canadian railways and groups of railway labour unions over demands for higher wage rates and shorter working hours made by the employees and proposals concerning changes in rules and working conditions made by the carriers. These cases constitute the only dispute of any real magnitude presently existing in the field of industrial relations which comes within the jurisdiction of the federal Department of Labour.

The February sittings of the Canada Labour Relations Board attracted considerable attention because of a public hearing in connection with an application for certification made by the American Newspaper Guild on behalf of editorial employees employed within Canada by the Canadian Press, the nation-wide news gathering and distribution agency of Canadian daily newspapers. The Board deferred its decision in the matter. At its March session the Board decided that it had jurisdiction in the matter, determined the scope of the bargaining unit and ordered the taking of a secret representation vote. (The Board's Reasons for Judgment will be printed in next month's LABOUR GAZETTE.)

Early in March the Minister of Labour announced the receipt of a unanimous report of the Board of Conciliation which, in sittings extending from late November, 1949, to February, 1950, dealt with a dispute between the Polymer Corporation, Limited, of Sarnia, Ont., and its employees represented by Local 14, United Gas, Coke and Chemical Workers of America, CIO. This dispute arose out of demands which had been made for a general wage increase of ten cents per hour and for the establishment of shift differentials in wages of five and ten cents per hour. After considering concessions offered by the management of the crown company and modified demands proposed by the union, the Board recommended the establishment of shift differentials of three cents and six cents per hour and wage increases of six and seven cents per hour for lower-paid and higher-paid employees respectively, effective as from January 1, 1950.

Although, in the opinion of the Conciliation Board, its recommendations met in great part the Union's request that any increases should be uniform in size without too seriously affecting the relative rates of pay in percentages of all classes of employees, it was reported in mid-March that the members of the union had rejected the Board's proposals and voted in favour of strike action unless their demands were met. (The text of this report will be printed in next month's LABOUR GAZETTE.)

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to admin-

ister provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before The Canada Labour Relations Board

The Canada Labour Relations Board met for two days and held five hearings during the month of February. The Board issued three certificates designating bargaining agents, ordered one representation vote, and allowed the withdrawal of one application. During the month the Board received fourteen applications for certification.

Applications for Certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway

Company comprising clerical employees under the jurisdiction of the District Accountant, Windsor Street Station, Montreal, P.Q. (L.G., Feb., 1950, p. 202).

2. The Brotherhood of Maintenance of Way Employees for a unit of employees of the Canadian Pacific Railway Company, comprising employees of its Maintenance of Way Department employed in shops located at Saint John, N.B., Montreal, P.Q., Toronto and North Bay, Ont., classified as gas engine maintainer, gas and diesel engine maintainer, mechanic's helper, truck driver-clerk, and carpenter (L.G., Feb., 1950, p. 202).

3. Radio and Cables Department, Local No. 6, Canadian Communications Association, for a unit of clerical employees of the Pacific Cable Board, associated with Cable and Wireless Ltd., and the Halifax and Bermuda Cable Company (L.G., March, 1950, p. 339).

Representation Vote Ordered

The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Canadian Pacific Railway Company (Office of the Auditor of Passenger Receipts, Montreal) (L.G., Feb., 1950, p. 202). Following an investigation of the application and a public hearing of the parties concerned, the Board ordered a representation vote of the employees affected (Returning Officer: L. Pepin).

Applications for Certification Received

1. The Brotherhood of Locomotive Firemen and Enginemen on behalf of locomotive firemen, helpers, hostlers, and hostler helpers employed by the Dominion Atlantic Railway, Kentville, N.S. (Investigating Officer: L. Pepin).

2. The Brotherhood of Locomotive Firemen and Enginemen on behalf of locomotive engineers employed by the Dominion Atlantic Railway, Kentville, N.S. (Investigating Officer: L. Pepin).

3. The West Coast Seamen's Union (Canada) on behalf of unlicensed personnel employed on vessels operated by Vancouver Barge Transportation Limited, Vancouver (Investigating Officer: G. R. Currie).

4. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of the Eastern Canada Stevedoring Company, Limited, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

5. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of the Economic Stevedoring Corporation of Montreal, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

6. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of the Empire Stevedoring Company, Limited, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

7. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of J. C. Malone and Company, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

8. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of the Montreal and St. John Stevedoring Company, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

9. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of North American Elevators Limited, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

10. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of the Sorel Dock and Stevedoring Company, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

11. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of J. C. A. Turcotte, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

12. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of Wolfe Stevedores, Limited, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

13. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of employees of Brown and Ryan Limited, employed as longshoremen at Sorel, P.Q. (Investigating Officer: L. Pepin).

14. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of one clerk employed by the Canadian National Railways in its freight office at Ogden Point Docks, Victoria, B.C. (Investigating Officer: G. R. Currie). This application was withdrawn later in the month.

Conciliation and Other Proceedings Before the Minister of Labour

Settlement Facilitated by Conciliation Officer

On February 4, 1950, the Minister of Labour received a report from H. Perkins, Conciliation Officer, indicating the settlement of matters in dispute between De Luxe Transportation Limited, North Bay, Ont., and the Canadian Brotherhood of

Railway Employees and Other Transport Workers (L.G., March, 1950, p. 339).

Conciliation Officer Appointed

On February 4, 1950, the Minister of Labour appointed a Conciliation Officer to deal with a dispute between Hull City Transport Limited, Hull, P.Q., and the Hull City Transport Employees' Syndicate (Conciliation Officer: L. Pepin).

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in separate articles following this.

Logging

BRITISH COLUMBIA COASTAL REGION— CERTAIN LOGGING AND WOODWORKING FIRMS AND INTERNATIONAL WOOD- WORKERS OF AMERICA.

Agreements to be in effect from June 15, 1949, to June 15, 1950, and thereafter from year to year, subject to 60 days' notice. The companies recognize the union as the sole collective bargaining agency for all eligible employees and agree that the only certification that they will recognize during the term of this agreement is that of the above union, unless ordered by due process of law to recognize some other bargaining authority. The provisions of this agreement regarding check-off, hours of work, overtime, vacations with pay and night shift premium are the same as in the agreement previously in effect and summarized in the *LABOUR GAZETTE*, February, 1949. The present agreement further provides that the 1948 wage scale shall apply for the duration of the agreement; it may, subject to mutual consent of both parties, be revised once annually. The minimum rate for common labour (men) is \$1.08 per hour. The rate for board and lodging in logging camp boarding-houses shall not exceed \$2.25 per day, effective September 15, 1949. Where a lesser rate is in effect that rate shall prevail.

Provision is also made for *seniority rights* and *grievance procedure*.

SOUTHEASTERN INTERIOR (CRANBROOK) AREA, B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

Agreements to be in effect from September 1, 1949, to August 31, 1950, and thereafter from year to year, subject to 60 days' notice. The companies agree to recognize and to bargain with the union as the sole bargaining agency on behalf of all eligible employees. During the term of this agreement the bargaining authority of the union shall not be impaired and the only certification the companies will recognize is that of the union, unless otherwise ordered by due process of law.

A weekly cost-of-living bonus based on the Cost-of-Living Index of the Dominion Bureau of Statistics, to be calculated on a daily basis, is a feature of the agreements between three asbestos mining companies and Le Syndicat National des Travailleurs de L'Amiante summarized below. The agreements provide for both an upward and a downward adjustment, the latter to be made only in the event that the index figure exceeds 165.6.

Check-off: the companies agree to deduct union dues and assessments from the pay of employees who so authorize and to remit same to the union. Such authorization shall be revokable, but an employee may waive his right to revoke.

Hours: subject to Hours of Work Act, 8 per day 5½ days, a 44-hour week, except for stationary engineers, firemen, and oilers (whose hours shall not exceed 9 in any one day or 48 in any one week, where plant is operated on a one-shift basis), and for cook and bunkhouse employees in unorganized territories, fire fighters, boatmen and employees engaged exclusively in the transportation of men and supplies; for persons employed in booming operations, transporting logs by horse or river driving a maximum of 48 hours per week. *Overtime* at time and one-half shall be paid for work in excess of the regular daily and/or weekly hours and for work on 7 specified holidays.

Vacations with pay will be granted in accordance with the Annual Holidays Act of British Columbia. Cooks and bunkhouse employees shall be entitled to one week's vacation with pay after 6 months' continuous service, provided that they shall not be entitled to more than 2 weeks' vacation with pay in any one year.

The rate for board and lodging shall be \$2 per day; where a lesser rate is being charged as of September 1, 1949, that lesser rate shall prevail for the term of the agreement.

Hourly wage rates for certain classes in the Cranbrook area: mill operations—boomman, cut-off saw, deckman, dogger, planer feeder, planer tailer (where he grades), piler (dry), resaw feeder, sawyer tailer, trimmerman 97½ cents to \$1.00½; canter \$1.02½ to \$1.10½; car loader 97½ cents to \$1.02½; edgerman, tie packer \$1.00½ to \$1.10½; edger tailer (where he grades) 97½ cents to \$1.10½; engineer, second class \$1.20½ to \$1.30½, third class \$1.10½ to \$1.20½, fourth class \$1.05½; filer, head \$1.30½ to \$1.40½, second \$1.10½ to \$1.20½; fireman 98 cents to \$1.00½; first aid man \$1.00½ (or job rate plus 50 cents per day); gangaw helper, green chain (mill), edger tailer, jacker to edger, jackladder, labourer, planer tailer, resaw tailer, slasher

sawyer, truck swamper 97½ cents; grader (lumber) \$1.00½ to \$1.05½; millwright, head \$1.15½ to \$1.20½, helper \$1.00½; planerman set-up \$1.10½ to \$1.20½; piler (green) \$1.05½ (or 44 cents per M plus 30½ cents per hour); sawyer, head \$1.10½ to \$1.40½, gang \$1.05½; scaler (government licensed) 97½ cents to \$1.07½; truck drivers 97½ cents to \$1.05½; boys (16-18 years) 71 cents increasing gradually until job rate is reached after 6 months; bush operations—blacksmith \$105 to \$120 per month; clerk \$95 to \$105 per month; cook, 10-20 men \$104 to \$144 per month, 21 to 30 men \$144 to \$184 per month, over 30 men \$184 to \$228 per month; bull-cook, flunkie \$84 to \$104 per month (in addition, above monthly paid employees get board and 20½ cents per hour); dumpman, bull ropeman, barnboss, swamper and common bush labour 97½ cents; cat driver \$1.10½ to \$1.30½; cat chokerman \$1.00½, cross-cut saw filer 97½ cents to \$1.10½; decker, hoist operator 97½ cents to \$1.00½; hoist engineer \$1.15½; chokerman \$1.05½; river driver \$1.00½; scaler \$1.10½. Where only a single rate is quoted the employer may pay up to 5 cents per hour less for not more than 60 days.

Provision is made for *grievance procedure, seniority rights* and the *health and safety* of employees.

SOUTHERN INTERIOR (KAM LOOPS AND KELOWNA) AREA, B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

Agreements to be in effect from September 1, 1949, to August 31, 1950, and thereafter from year to year, subject to 60 days' notice. The agreements are similar to those for the Cranbrook area for the same industries, summarized above, the only exception being the wage scale: while the rates are in most cases the same as in the Cranbrook area, where they do differ they are, with a few exceptions, slightly lower. The following are additional rates for this area: box factories—box cutoff, veneer lathe operator 97½ cents to \$1.05½; filer \$1.20½ to \$1.30½; first aid man \$6.50 per day plus board or job rate plus 50 cents per day; head planerman \$1.05½ to \$1.20½; core sawyer clipper operator, trucker, bundler tie-up, drag saw 97½ cents; rip saw 90 cents to \$1.00½; splicer operator (hopper fed), barking machine operator 97½ cents to \$1.00½. Boys and females in box factory and veneer plant: woman inspector 76½ to 87 cents; all others from 65½ to 72, 74 or 76½ cents.

NORTHERN INTERIOR AREA, B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

Agreements to be in effect from September 1, 1949, to August 31, 1950, and thereafter from year to year, subject to 60 days' notice. The agreements are similar to those for the Cranbrook area for the same industries, summarized above, except for the wage scale and with the following addition:—

Vacations with pay: employees with 5 or more years' continuous service (1,250 working days) will receive one week in addition to the period provided under the Annual Holiday Act.

Hourly wage rates for certain classes: boomman, car-loaders, fireman, gang saw

helper, cant setter, jitney drivers, pilers (dry), unpiler, resaw feeder, shop handyman \$1.02½; jackladder, deckman, labourer, resaw tailer, slasher saw man 97½ cents; blacksmith \$1.17½; canter, carrier driver, shipper \$1.10½; cut-off saw, dry kiln operator, oiler, planer feeder and set up man, pilers (green), tallyman, trimmerman \$1.05½; carpenter \$1.30½; dogger, edger tailer, gang saw tailer, jacker to edger \$1.00½; engineer, second class \$1.30½, third class \$1.20½, fourth class \$1.10½; edgerman \$1.07½ to \$1.17½; filer, head \$1.57½, second \$1.22½; gang mill sawyer, round log \$1.57½, cant \$1.15½; millwright, head \$1.35½, helper \$1.02½; planer tailer 97½ cents and \$1.05½ (where he grades); sawyer head \$1.42½ and \$1.57½; setter \$1.20½; scaler, government licensed \$1.12½; truck drivers \$1.02½ and \$1.05½; electrician \$1.22½; welder, machinist, truckmotor mechanic \$1.32½. Logging—blacksmith \$1.17½, bullcook, barnboss, cat helper, labourers and swampers 97½ cents; cat chokerman, cross cut saw filer, fallers and buckers, 10 wheel truck driver, power saw filers, self-loading truck driver \$1.20½; cat operators \$1.32½ and \$1.42½; dumpman, greaser, hookman \$1.05½; hoist operator, truck driver, river drivers \$1.17½; cooks \$173.20 to \$277.20 per month and board; camp clerk \$187.20 per month and board. Where hourly rates are given employers may pay up to 5 cents per hour less for a period not exceeding 60 days.

Mining

Non-metallic Mineral Mining

THETFORD MINES, P.Q.—ASBESTOS CORPORATION LIMITED AND LE SYNDICAT NATIONAL DES TRAVAILLEURS DE L'AMIANTE DE L'ASBESTOS CORPORATION LIMITED INC. (NATIONAL SYNDICAT OF ASBESTOS WORKERS).

Agreement, which was made following provincial conciliation, to be in effect from January 1, 1950, to December 31, 1950, and thereafter from year to year, subject to notice. The company agrees to notify each new employee at the time of his engagement of the existence of the present collective labour agreement and that the union is the sole bargaining agent for all eligible employees. There shall be no discrimination, intimidation or coercion because of membership or non-membership in the union.

Cheek-off: the company will deduct union fees monthly from the pay of union members who so authorize and remit same to the union. The authorization shall be irrevocable for the duration of this agreement.

Hours: 8 per day Monday through Saturday, a 48-hour week (except for watchmen, stablemen, etc.). **Overtime** at time and one-half will be paid for work in excess of the regular daily hours, for work on Sundays and on 5 specified holidays. An additional 4 specified holidays are *paid holidays* (an increase of 2 from previous agreement) and work on these will be paid for at double time and one-half. If an employee is recalled to work after 15 or more minutes have elapsed since leaving his work, he shall be paid either a minimum of 4 hours at straight time or time and one-half for the exact time worked, whichever is the greater.

Vacations with pay: employees with less than one year's service shall be entitled to half a day for each 25 days worked,

employees with one year's service to 6 days; after 2 years' service they shall be entitled to an additional day per year of service, after 5 years to a total of 12 days and after 25 years to 18 days. The provisions for an additional day per year of service after 2 years' service and for 18 days after 25 years' service are new. Unless otherwise agreed, paid vacations shall be taken between May 1, and October 31, and shall be of continuous duration. (The previous agreement provided that the second 6 days vacation were to be taken during the New Year holiday period.) Vacation pay for hourly paid employees is to be based on their average earnings during the 3 months preceding June 1 and for piece or contract workers on their average earnings during the 13 weeks preceding June 1.

Apprentices shall be limited to the following trades: machinists-mechanics, welders, pipefitters, carpenters, tinsmiths and electricians. There shall not be more than one apprentice for each 5 tradesmen or fraction thereof. New apprentices shall not be under 16 nor over 23 years of age.

Hourly wage rates for certain classes: mining—raiseman \$1.20; driftman, skip loader, shute blaster \$1.15; diamond core driller \$1.13, helper \$1.02; muck machine operator \$1.10; grizzlyman \$1.20; timberman \$1.09 and \$1.15; pumpman \$1.01; underground labourer and mucker 98 cents; pit labourer 95 cents; pit driller \$1.09; helper \$1.01; pit blockhole driller \$1.04; shovel operator \$1.16; shovel oiler \$1.01; drill carrier 95 cents. Hoisting and transportation—shaft cage hoistman \$1.15; shaft cage hoistman and compressor operator \$1.08; electric loco. driver, underground \$1.15, surface 99 cents, pit \$1.03, raises \$1.05; steam loco. engineer \$1.09, fireman \$1.01; trackman 95 cents to \$1.05; brakeman 97 to 99 cents; brakeman and car loader \$1.03; cable inspector \$1.10; Euclid truck driver, road grader operator \$1.04; general labourer, dumpman on dump 95 cents. Crushing and drying—millwright "A" \$1.09, jaw crusher feeder \$1 and \$1.01; jaw crusher oiler 98 cents; cone crusher man, conveyor man, waste rock and granite picker man, general labourer 95 cents. Milling—millwright \$1 to \$1.09; fibre controlman \$1.12; tester and fibre controlman \$1.09 and \$1.10; tester \$1.04 and \$1.07; grader \$1.02 and \$1.10; fibre spreader 95 cents; sewing machine operator \$1.02; mill control operator \$1.01 to \$1.06; mill carpenter 97 cents to \$1.09, helper 95 cents. Miscellaneous labour—bulldozer operator \$1.09; compressor operator \$1 and \$1.02; powder house man 98 cents; dryer furnace mason \$1.36; loader and piler \$1 and \$1.01. Shops—carpenters, tinsmiths 97 cents to \$1.09; electricians 99 cents to \$1.14 (underground electricians in King Mine get 3 cents more); machinists, mechanics 97 cents to \$1.12; blacksmiths 99 cents to \$1.09; drill steel sharpener 98 cents to \$1.09; electric welders 99 cents to \$1.12; pipefitters \$1.03; shop helpers 95 cents. A class "A" tradesman required to supervise 4 or more employees of his trade shall receive 3 cents per hour extra. Apprentice rates: starting at age 16 or 17—first year 76 cents, increased by 5 cents per hour each year until minimum wage rate of trade is reached in fifth year; starting at age 18 or 19—first year 81 cents, increased by 5 cents per hour each year until minimum trade rate is reached in fourth year; starting at age 20 to 23—first year 83 cents, second year 88 cents, third year 93 cents, fourth year

minimum rate of trade. The above rates are 10 cents per hour higher than the rates for 1948; no collective agreement was signed for 1949. For the duration of the present agreement, to the above rates will be added a *cost-of-living bonus* of 40 cents per week for every increase of one full point in the Bureau of Statistics' "Cost-of-Living Index" above 159.6 (index figure for January, 1949); in the event that the index should exceed 165.6 the cost-of-living bonus is to be adjusted downward on the same basis. The bonus shall be calculated on a daily basis and shall apply only to normal working days (not less than 4 hours) and to paid holidays.

Provision is made for *grievance procedure*, *seniority rights* and *safety* of employees.

THETFORD MINES, P.Q.—JOHNSON'S COMPANY LIMITED AND LE SYNDICAT NATIONAL DES TRAVAILLEURS DE L'AMIANTE DE JOHNSON'S COMPANY INC. (NATIONAL SYNDICATE OF ASBESTOS WORKERS).

Agreement to be in effect from January 1, 1950, to December 31, 1950, and thereafter from year to year, subject to notice. This agreement is similar to the one between Asbestos Corporation Limited and Le Syndicat National des Travailleurs de L'Amiante de L'Asbestos Corporation Limited Inc., summarized above.

ASBESTOS, P.Q.—CANADIAN JOHNS-MANVILLE COMPANY LIMITED AND JOINTLY THE SYNDICAT NATIONAL DE L'AMIANTE D'ASBESTOS INC., AND THE FEDERATION NATIONALE DES EMPLOYES DE L'INDUSTRIE MINIERE, INC.

Agreement, following provincial conciliation, to be in effect from February 1, 1950, to January 31, 1951, and thereafter from year to year, subject to notice. Each new employee at time of employment will be notified of the existence of this agreement and that the union is the exclusive bargaining agent. There shall be no discrimination, intimidation, interference, restraint or coercion against any employee because of membership or non-membership in the union.

Check-off: the company shall, for the duration of this agreement, deduct union dues monthly from the wages of all employees who so authorize and remit same to the union.

Hours: 8 per day, 48 per week. *Overtime* at time and one-half will be paid for work in excess of 8 hours in any 24-hour period, or 48 hours in any work-week, whichever results in greater pay, provided that, when a shift of more than 8 hours is established by agreement in order to permit completion of a 48-hour work-week in less than 6 full working days, the overtime rate will be paid only for hours worked in excess of such longer shift. Time and one-half will also be paid for work on Sundays and on 5 specified holidays; an additional 4 specified holidays are *paid holidays* (The 1948 agreement did not provide for any paid holidays), and work on these will be paid for at double time and one-half: If an employee is called back to work or reports on call-duty on a Sunday or holiday he shall receive a minimum of 4 hours at straight time or pay for the hours worked at the appropriate rate, whichever is greater.

Vacations with pay: after 1 year's continuous service 1 week, after 3 years' continuous service 2 weeks and after 25 years' continuous service 3 weeks (The 1948 agree-

ment provided for 1 week after 1 year's and 2 weeks after 5 years' continuous service). There will be a general plant shutdown in June or July, 1950, and it is intended that all vacations will be taken during this period.

Hourly wage rates for certain classes: Mining department, open pit—electric shovel operator \$1.33; gas shovel operator \$1.20; grader operator \$1.09; haulage truck operator, blaster \$1.10; connector, tamper \$1.07; jack bit grinder, powder magazine man, primary driller, primary loader \$1.02; blacksmith \$1.04; bulldozer operator \$1.09 and \$1.13; pumpman 99 cents; yard labour, starting 95 cents, after 6 months 96 cents; shovel fitter \$1.14; shovel repairmen \$1.05 and \$1.09; welder \$1.18. Railway department—freight conductor \$1.17; electric loco. engineer \$1.26, freight engineer \$1.29, brakemen \$1.02 to \$1.05; freight fireman \$1.13; other firemen \$1.09; car repairmen \$1.02 and \$1.07; locomotive fitter \$1.13; carpenter \$1.11; motor mechanic \$1.29; weighmaster, dumper \$1.02; trackmen 96 to 99 cents. Milling department—baggers 95 cents; sewers, shippers 99 cents; belt conveyor attendant 98 cents; cone crusher attendant, fiberizer attendant, inventory checker \$1.01; cottrell operator \$1.06; dryer fireman, fibre storage attendant \$1; feeder 96 cents and \$1; fibre picker janitor 95 cents; lift truck operator, pay loader operator \$1.09; crushermen 99 cents and \$1; XZ mill operator \$1.03; millwright \$1.05 to \$1.11; tinsmiths \$1.05 and \$1.10; bricklayer \$1.20. Mine department, underground—blaster \$1.16; brakeman, crusherman \$1.11; diamond driller \$1.21; deckman \$1; drill fitter, hoistman (surface) \$1.13; dryman, labourer (surface) 95 cents; rigger, loader operator, mobile crane operator \$1.15; mucker \$1.02; nipper, scoop-mobile operator \$1.05; powderman, tippelman \$1.09; pumpman \$1.06; steel worker \$1.12 and \$1.17, helper \$1.03; skip tender topman \$1.17; trackman \$1.03. Apprentices—first year 81 cents, second year 87 cents, third year 94 cents, fourth year \$1, thereafter trade rate. The above rates represent a 10 cents per hour increase over the 1948 rates; no collective agreement was signed for the period February 1, 1949, to January 31, 1950. To the above rates will be added, for the duration of the present agreement, a *cost-of-living bonus* of 40 cents per week for every increase of one full point above 159.6 (index figure for January, 1949) in the Bureau of Statistics' "Cost-of-Living Index"; in the event that the index should exceed 165.6, the cost-of-living bonus is to be adjusted downward on the same basis. The bonus shall be calculated on a daily basis and shall apply only to normal working days and to paid holidays.

Provision is made for *seniority rights, grievance procedure, apprenticeship plan and safety* of employees.

Manufacturing

Vegetable Foods

WINNIPEG, MAN.—CHRISTIE, BROWN AND COMPANY LIMITED AND UNITED BAKERY AND CONFECTIONERY WORKERS, LOCAL 476.

Agreement to be in effect from November 1, 1949, to October 16, 1950, and thereafter from year to year, subject to 30 days' notice. This agreement is similar to the one pre-

viously in effect (L.G., May, 1949, p. 598), with the following changes:—

Hours of work for production staff are reduced from 45 to 44 hours per week—9 hours per day Monday through Thursday, 8 hours on Friday. *Overtime* is paid at time and one-half for work in excess of above hours.

Hourly wage rates for certain classes: females—machine operator 87 cents; general operator 60 to 76 cents; males—machine captain, ovenman \$1.07; assemblyman \$1.02; assistant mixers 97 cents to \$1.07; mechanics \$1.10 to \$1.25; day engineer \$1.05, engineer watchman 95 cents, general 77 to 97 cents; shipper \$45.80 per week, assistant shipper \$30.80 to \$40 per week, deliveryman \$44.80 per week. Starting and step-up rates: for females and boys under 18 years 60 cents, increased to 62 cents after one month, to 64 cents after 2 months and to 68 cents after 4 months; for males 77 cents, increased to 80 cents after one month, to 83 cents after 2 months and to 87 cents after 4 months; for agency and shipping branch \$30.80 per week, increased to \$32 per week after one month, to \$33.20 after 2 months and to \$35.40 after 4 months. Additional raises based on merit will be granted. At the end of 12 months actually worked time for the company employees shall reach the maximum of their classification. The above rates represent a general increase of 5 cents per hour over the previous rates.

Textiles and Clothing

KINGSTON, ONT.—CANADIAN INDUSTRIES LTD. (NYLON DIVISION) AND UNITED MINE WORKERS OF AMERICA, DISTRICT 50, CANADIAN CHEMICAL DIVISION, LOCAL 13160.

Agreement to be in effect from December 12, 1949, to December 11, 1950. Either party may, on 10 clear days' notice in writing, require the other party to enter into negotiations for the renewal of the agreement within 2 months prior to the expiry date and both parties shall thereupon enter into such negotiations in good faith. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, March, 1948, p. 188, with the following changes:—

Check-off: both parties agree to a voluntary irrevocable check-off of union dues.

Paid holidays: the 8 statutory holidays observed are now paid holidays provided that an employee does not refuse to work on such holidays when required or scheduled to do so and that he is not absent without good cause on the scheduled working day immediately preceding or succeeding such holiday. If an employee is required to work on a paid holiday he shall be paid double time provided he is entitled to the paid holiday; otherwise he shall be paid time and one-half.

Hourly wage rates for certain classes: Production department—package preparation and winding service operator 65 cents; doubling operator, sizing operator, scale clerk, up-twist inspector and spooling operator, 77 cents; coning operator and final inspector 81 cents; operator instructor, winding, 86 cents, spinning and twisting \$1.09; upgrader and reinspector 86 cents; carton preparation, inspection service, package preparation service and staple service operators and shipping trucker 88 cents; drawtwist service and shipping operators and

baler 92 cents; staple creel and up twist operators 96 cents; solution operator \$1; drawtwist and staple operators \$1.04; spinning operators and spinning day man \$1.09; Dowtherm and Inert gas, polymer casting and polymer preparation operators \$1.16. Technical department—77 cents to \$1.16. Works engineering department—carpenter, electrician, instrument mechanic, mechanic, pipefitter: first class \$1.28, second class \$1.14, third class \$1.01; bulldozer operator and textile guide inspector \$1.07; cement finisher \$1.14; gardener, labourer, textile machine cleaner 92 cents; janitor 88 cents; insulation mechanic \$1.22; machinist, first class \$1.28, second class \$1.14; oiler, first class \$1.07, second class 96 cents; painter, first class \$1.22, second class \$1.07; sheet metal worker \$1.22; shops helper 96 cents; stationary engineer 96 cents to \$1.31; textile mechanic, first class \$1.22, second class \$1.14, third class \$1.01; welder, first class \$1.28, second class \$1.14. Personnel department—chef, first class \$1.16, second class \$1.04; cook 86 cents, assistant cook 81 cents; cafeteria night man 96 cents; cafeteria server, days 68 cents, shift 72 cents, shift helper 68 cents. Office department—station wagon driver and stores attendant \$1; truck driver and stores receiver \$1.04; stores material handler 88 cents.

Wood Products

PEMBROKE, ONT.—PEMBROKE SHOOK MILLS LIMITED AND THE NATIONAL UNION OF WOODWORKERS, LOCAL 13.

Agreement to be in effect from January 9, 1950, to October 27, 1950. Either party may begin negotiations for a new agreement 30 days before the expiry date. The company recognizes the union as the certified bargaining representative for all eligible employees. There shall be no discrimination, coercion, restraint or intimidation because of membership or non-membership in any lawful association or union.

Union security: all employees presently members of the union in good standing will remain members in good standing during the life of this agreement. Each member shall have 2 weeks immediately following the expiry date of this agreement to withdraw his membership if he so desires. No employee shall be considered a member of the union until he has had 3 months' continuous service with the company.

Check-off: the company agrees to deduct union dues monthly, for the duration of this agreement, from the pay of all eligible employees who so authorize and to remit same to the union.

Hours: the regular working week shall be 48 hours with such additional hours as may be mutually agreed upon within the regulations of the Department of Labour. On request of the company the union agrees to consider extending working hours of any one or more departments up to 55 hours per week at standard rates, if such action will benefit plant production, customer requirements and the employees as a whole. A decision by the union so to increase hours or to work on a legal holiday shall be considered binding on all employees concerned. **Overtime** at time and one-half shall be paid for all work (except emergency repairs) required to be done in excess of the 48-hours or the standard working week and for work done on Sundays and on 7 specified

holidays. Overtime rates are not applicable to employees engaged in maintenance, power and service departments, and whose work hours are governed by conditions over which the company cannot exercise control, such as log handling. The opportunity of sharing overtime work shall be made equally available to all those normally performing that work. Employees will be granted one 10-minute rest period each day except Saturday.

Vacations with pay: after 1 year of continuous service 1 week, after 5 years 1 week and 1 day, after 10 years 1 week and 2 days, after 15 years 1 week and 3 days, after 20 years 1 week and 4 days and after 25 years 2 weeks. Matters pertaining to computation of pay for one week vacations shall be as per government regulations.

Wage rates: the existing schedule of job classifications and wage rates shall be a part of this agreement and is to be maintained during the life of this agreement. Where females are employed on jobs heretofore performed by men and they can perform same unassisted they shall receive equal pay for equal work. The existing schedule of job ratings and incentives shall remain effective during the life of this agreement subject to change as changes in equipment and manufacturing procedures warrant.

Provision is made for *seniority rights, grievance procedure* and the *safety and health* of employees.

BRITISH COLUMBIA COAST REGION—CERTAIN FIRMS ENGAGED IN MANUFACTURING OF ROUGH AND DRESSED LUMBER, PLYWOOD, VENEER, BOXES, SHINGLES, DOORS, ETC. AND INTERNATIONAL WOODWORKERS OF AMERICA.

The agreements summarized above under "Logging" apply also to a number of companies engaged in manufacturing above products.

SOUTHEASTERN INTERIOR (CRANBROOK) AREA. B.C.—CERTAIN LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

The agreements summarized above under "Logging" apply also to a number of companies engaged in the above operations.

SOUTHERN INTERIOR (KAMLOOPS AND KELOWNA) AREA. B.C.—CERTAIN LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

The agreements summarized above under "Logging" apply also to a number of companies engaged in the above operations.

NORTHERN INTERIOR AREA. B.C.—CERTAIN LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

The agreements summarized above under "Logging" apply also to a number of companies engaged in the above operations.

Metal Products

HAMILTON, ONT.—ROBERTSON-IRWIN LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 4166.

Agreement to be in effect from December 7, 1949, to December 7, 1950. The company recognizes the union as the sole bargaining agent for all eligible employees.

Check-off: the company agrees to deduct monthly from the earnings of employees who so authorize union dues and to remit same to the union. The authorization shall be irrevocable for the duration of this agreement.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime** at time and one-half shall be paid for the first 4 hours worked in excess of any regular working shift and for the first 8 hours worked on Saturdays (except where a shift ends or starts on Saturday), double time thereafter and for work on Sundays and on 8 specified paid holidays (previously only 6 holidays were paid for), except where a shift ends or starts on a Sunday or a statutory holiday and involves working 4 or fewer hours on such day.

Vacations with pay: one week in accordance with the Hours of Work and Vacations with Pay Act 1944 as amended and the regulations established thereunder to all employees covered by this agreement; in addition, employees with 2 years' continuous service will be granted one day's, employees with 3 years' service 2 days' and employees with 4 years' service 3 days' vacation pay. Employees with 5 or more years' service will be granted 2 weeks' vacation with pay.

Hourly wage rates: power shear operators \$1.02 to \$1.22; press brake operators \$1.07 to \$1.27; punch press operators 97 cents to \$1.17; powerroll operator, circular shear and flange operator, angle roll operator, roll corrugator operator, burner, spotwelder, painter, handyman \$1.07 to \$1.17; welders 97 cents to \$1.27; culvert operator \$1.05 to \$1.25; assembler and fitter \$1.02 to \$1.12, helper 97 cents to \$1.07; general factory help 92 cents to \$1.02; warehouseman, shipping and receiving helpers, truck drivers 97 cents to \$1.07; master maintenance mechanic \$1.27 to \$1.37; maintenance mechanics, maintenance electricians \$1.07 to \$1.27; die setters \$1.25 to \$1.45; Ford truck operator \$1.04 to \$1.14; tank tester \$1.02 to \$1.12. In practically all cases the above rates represent an increase of 5 cents per hour over the rates previously in effect.

Provision is made for *seniority rights, grievance procedure and safety* of employees.

Non-metallic Minerals and Chemicals

ASBESTOS, P.Q.—CANADIAN JOHNS-MANVILLE COMPANY LIMITED AND JOINTLY THE SYNDICAT NATIONAL DE L'AMIANTE D'ASBESTOS INC. AND THE FEDERATION NATIONALE DES EMPLOYES DE L'INDUSTRIE MINIERE INC.

The agreement summarized above under "Mining" applies also to the "Canadian Products Division" except for wage rates.

Hourly wage rates for certain classes: Paper department—back tender \$1.11, third hand \$1.02, fourth hand 99 cents; baler operator, rag cutter 95 cents; beater engineer \$1.13; beater 97 cents to \$1.04; machine tender \$1.24; oiler \$1.01; wood chipper operator \$1. Roofing department—coaters \$1.03 and \$1.05; drum man, packer and tier, take-off man \$1.01; filler man, trucker (hand) 95 cents; Merrill process man \$1.03; saturator \$1.06; shingle chopper operator \$1.10; silo man \$1.04; splicer 99 cents; winder operator \$1.02; wrapper 98 cents. Pipe covering department—band saw operator \$1.01; corrugator cutter, liner cutter

99 cents; corrugator operator \$1.05; packer \$1.01 and \$1.03; sawmen 99 cents to \$1.04; sticher 96 cents; trucker and miscellaneous helper 95 cents. Rigid shingles department—bundler (automatic) \$1.02; die man \$1.07; dry mix operator \$1.06, helper \$1; ground scrap operator 99 cents; punch press operators \$1.04 and \$1.06; punch press racker \$1.03 and \$1.04; sorter, veneer man \$1.03. Maintenance department—boiler fireman \$1.06; carpenters \$1.03 and \$1.11; crate maker, painter \$1.02; electricians \$1.13 and \$1.22; machinists \$1.10 and \$1.18; ribbon die maker \$1.07; saw filer \$1.10; steam fitters, tinsmiths \$1.05 and \$1.10; welders \$1.14 and \$1.18. Textile department—card operator, oiler \$1.01; set up man \$1.05; weavers (M) 98 cents and \$1.01. Factory general—labourer 95 cents; girls 82 cents; textile trainees (girls), first 4 weeks 74 cents, after 4 weeks 82 cents.

TORONTO, ONT.—REXALL DRUG COMPANY LIMITED AND INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 279.

Agreement to be in effect from December 10, 1949, to December 9, 1950, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

Union security: both parties agree that it is desirable that all employees take advantage of the privilege of membership in the union. All future employees shall, as a condition of their employment, become members of the union upon completion of three months of continuous service and together with all present employees who are now, or who may later become members of the union shall remain members in good standing during the life of the agreement as a condition of employment.

Check-off: the company agrees to deduct, upon voluntary authorization, from the pay of each new employee after three months of continuous service his union initiation fee and thereafter monthly his union dues and to remit same to the union; the authorization is irrevocable.

Hours: 8 per day 5 days a week, a 40-hour week. **Overtime:** time and one-half shall be paid for work performed in excess of 8 hours on any standard work day or on the sixth and seventh days of an employee's work week. There will be *rest periods* in the morning and afternoon of 10 minutes each. Employees will be granted 8 specified *paid statutory holidays*, provided they are not absent from work on the work day immediately preceding or the day immediately following the holiday; if requested to work on any of the paid holidays employees shall be given equivalent time off with pay.

Vacation with pay: one week after one year's service, 2 weeks after 4 years' service and 3 weeks after 25 years' service.

Wages: the wage rates in effect prior to December 10, 1949, are increased (except for beginners) by 7 cents per hour in the case of all males and by 3 cents in the case of all girls; in the case of piece work 3 cents per hour are added to the base rate of 74 cents and an equivalent of 3 cents per hour to the piece rates.

Provision is made for *grievance procedure and seniority rights*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, the repeal of one, and the amendment of ten others. These include, in addition to those summarized below, the amendment of the agreement for barbers and hairdressers at Sherbrooke, published in the *Quebec Official Gazette*, issue of January 21; the amendment of the agreements for barbers and hairdressers at Quebec, for the fine glove and the work glove industries in the province, published January 28; for garage and service station employees at Quebec in the issue of February 4; the amendment of the agreement for the building trades at Sherbrooke in the issue of February 11, and the amendment of the agreement for jewellers and clockmakers in the counties of Drummond, Arthabaska, etc. published February 18.

A request for a new agreement for the building materials industry in the province and requests for the amendment of the agreements for the corrugated paper box industry in the province, for the printing trades at Quebec and for trade and office employees at Arvida were published January 28. Requests for amendments to the agreements for retail stores at Chicoutimi, for the uncorrugated paper box industry at Quebec, for the building trades, and for truck drivers at Montreal were published in the *Quebec Official Gazette*, issue of February 18.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Reference to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Manufacturing

Pulp, Paper and Paper Products

UNCORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated January 25, and gazetted February 4, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1302; Aug., 1948, p. 871; March, 1949, p. 301; Oct., p. 1246).

The number of firms comprising the contracting parties of the first part is decreased by 2 firms which have discontinued the fabrication of paper boxes.

New Year's Day, provided employees work the regular working day preceding and the regular working day following, shall be observed as a paid holiday.

Minimum hourly wage rates in zone 1 (Montreal district) for female employees: set-up department—hand worker (first class) 57 cents; hand worker (second class), covering machine operator, staying machine operator, Stoke & Smith machine operator, top-piece machine operator 51 cents; hand-fed machine table gummer, feeder (four-corner machine) 49 cents; folding department—stitcher operator 51 cents; feeder (automatic glueing machine), feeder (Brightwood machine), stripper, folder 49 cents; general—forelady 61 cents; tier 51 cents; operators of machines not classified above, division assembler, packer 49 cents. (The above rates are an increase of 4 cents per hour.) Basic hourly wage rates for female employees are from 40 cents during the first 6 months to 48 cents per hour during the fourth 3 months.

Minimum hourly wage rates in zone 1 for male employees: set-up department—circular saw operator, slitter operator 72 cents, end-piece operator (single) 77 cents (double) 80 cents; four-corner stayer operator 84 cents; punch operator, feeder (four-corner machine) 71 cents; scorer 88 cents; folding department—automatic glueing machine operator 91 cents; Brightwood machine operator 84 cents; Colt press operator 81 cents; cylinder box press operator 86 cents; die maker 98 cents (assistant) 72 cents; feeder (Brightwood machine), feeder (Colt press), feeder (cylinder box press) 71 cents; stripper 68 cents; general—foreman \$1.10 (assistant) 96 cents; bale press operator 70 cents; cutter on knife (first class) 84 cents; cutter on knife (second class), truck driver 74 cents; foreman (machinist) \$1.06; machinist 88 cents; maintenance and repairman 76 cents; shipper 83 cents; boiler fireman 67 cents. (The above rates represent in most cases an increase of 6 cents per hour.) Minimum hourly rate for stationary engineman remains unchanged at 78 cents. Minimum weekly wage rate for chief engineman (second class) is increased by 55 cents per week to \$43.50; chief engineman (third class) \$37.25 (an increase of 30 cents per week). Basic hourly wage rates for male employees are from 50 cents per hour during the first 3 months to 65 cents per hour during the fourth 3 months.

Vacation in zone 1 (Montreal district): employees with 4 months of service or more for the same employer are entitled to a continued paid vacation of one-half day for each month of service up to one complete working week. Previously the minimum length of service was fixed at 6 months or more.

Metal Products

GARAGES AND SERVICE STATIONS, MONTREAL.

An Order in Council, dated February 8, and gazetted February 18, makes obligatory the terms of a new agreement between The Montreal Automobile Trade Association Limited, The Automobile Section of the Retail Mercants Association of Canada, Inc., The Canadian Automotive Wholesalers Association, Eastern Division, Montreal, "L'Association canadienne des Distributeurs d'Essence, inc.", and "L'Union independante des Employés de Garage." Agreement to be in effect from February 18, 1950, to February 17, 1951, and thereafter from year to year, subject to notice.

The agreement governs employers, artisans and wage-earners in garages, gasoline stations, service stations, parking grounds, scrapping yards and machine shops. It does not apply to commercial and industrial establishments, to establishments manufacturing motor vehicles or engaged in the assembling of parts used on new motor vehicles nor to public bus or truck transport concerns, inasmuch as they limit their services exclusively to their own needs and do not work for public customers.

Territorial jurisdiction is the Island of Montreal.

Hours: for day and night journeymen and apprentices, 9 per day, 4 on Saturday, a 49-hour week; for garage day service men, 60 hours per week distributed between 7 a.m. and 7 p.m.; garage night service men, 72 hours per week distributed between 7 p.m. and 7 a.m. Service men in gasoline and service stations, 10 per day, 60 in a week. Night watchmen 72 per week. The weekly duration of work of service men (day or night) in garages, gasoline and service stations shall not exceed 72 hours including overtime. (Hours for garage day service men and service men in gasoline or service stations are increased by 6 weekly; for garage night service men by 12 per week; other classifications unchanged.)

Overtime: for day journeymen and apprentices, time and one-half for all work in excess of 49 hours per week and for work between 7 p.m. and 11 p.m. from Monday to Friday inclusively and between 12 noon and 5 p.m. on Saturday; double time between 11 p.m. and 7 a.m. from Monday to Saturday morning inclusively and after 5 p.m. on Saturday; for night journeymen and apprentices: time and one-half for work in excess of 49 hours per week and after 7 a.m. from Monday to Friday inclusively, double time between 11 a.m. and 7 p.m. Monday to Saturday inclusively. For garage day service men: time and one-half for work in excess of 60 hours per week and for all work performed after 7 p.m.; service men in gasoline and service stations: time and one-half for hours worked in excess of 60 per week between 7 a.m. and 7 p.m. and from 7 p.m. to 10 p.m., thereafter, double time to 7 a.m. Double time is paid for work on Sundays and 6 specified holidays, 3 of which are paid holidays, to all employees except garage service men.

Minimum hourly wage rates: blacksmiths, wheelwrights, bodymen, electricians, machinists, mechanics, carpenters, upholstery cleaners, upholstery makers, painters, lettering painters, radiator repairers, gas welders, electric welders, dyers, sheet metal workers, testers, glaziers and vulcanizers, etc. (day

journeymen)—first class \$1.05 per hour, second class 90 cents, third class 75 cents; night journeymen—first class \$1.15 per hour, second class \$1, third class 85 cents; apprentices (day) from 40 cents per hour during the first 6 months to 65 cents in the third year; apprentices (night) from 45 cents per hour during the first 6 months to 75 cents in the third year. (Apprenticeship previously completed only after 4 years.) Demolishers (less than 4 months' experience in the automobile industry) 55 cents; all others 65 cents; garage day service men 55 cents; garage day service men (less than 4 months' experience) 40 cents; garage night service men 60 cents; garage night service men (less than 4 months' experience) 50 cents; service men in gasoline and service stations 60 cents per hour. (In most cases the above rates are similar to those previously in effect excepting day journeymen (first class) whose rates are increased 5 cents per hour, and demolishers whose rates are decreased 15 cents per hour). Night watchmen class A \$36 per week and class B \$43.20 per week are added classifications. Certain changes have been made in the above classifications where more than one class of employee is concerned.

Guaranteed weekly pay: journeymen, tradesmen and apprentices are guaranteed a minimum of 40 hours' pay every week with the total hours of voluntary absence and for loss of time for being late to be deducted from this 40 hours' guarantee. If, during a regular working week, there should be a holiday or holidays, other than the 6 already specified, the employer may, if he chooses, close his establishment and reduce the 40 hours' guarantee to 35 hours' salary. All journeymen and apprentices called to work less than the regular day are entitled to 4 hours' pay at the regular rate.

Vacation: 6 working days with pay annually after one year's service, one half-day for each calendar month of service to those employed less than one year; 2 continuous weeks with pay for employees with 5 or more years' service. Vacation pay shall be equal to the wages an employee would have earned during his vacation period (if he is paid on a time basis) or 2 per cent of the wages earned during the period of service entitling him to his vacation (May 1-April 30), if he is paid on any other basis.

Provision is made for apprenticeship regulations and uniforms.

RAILWAY CAR AND BUS MANUFACTURING, MONTREAL.

An Order in Council, dated January 18, and gazetted January 28, repeals the Order in Council making this agreement obligatory and later amendments (L.G., Nov., 1948, p. 1246; Feb., 1950, p. 209).

Construction

BUILDING TRADES, HULL.

An Order in Council, dated January 25, and gazetted February 4, amends the previous Order in Council for this industry (L.G., Jan., 1950, p. 78) by providing that the territorial jurisdiction now comprises the counties of Hull, Gatineau, Papineau, Pontiac, Labelle and Temiscamingue. This area is divided into 2 zones: zone 1, the city of Hull and territory included in a radius of 10 miles from its limits; zone 2,

the county of Hull (with the exception of the city of Hull and territory included in a radius of 10 miles of its limits) and the counties of Gatineau, Papineau, Pontiac, Labelle and Temiscamingue.

However, outside the cities and towns of zone 2, the decree applies only to construction contracts amounting to \$75,000 or more, wages and material included.

Service

Business and Personal

TAVERN EMPLOYEES, QUEBEC.

An Order in Council, dated February 8, and gazetted February 18, amends the previous Orders in Council for this industry (L.G., Dec., 1946, p. 1774; Nov., 1948, p. 1249 and previous issues). Agreement to be in effect from December 1, 1949 to December 1, 1950, and thereafter from year to year, subject to notice.

This amendment provides for 7 specified paid holidays (unless such holiday falls on Sunday). In addition Ash Wednesday and polling day in the constituency where any

Federal, Provincial or Municipal election is being held shall be considered as holidays with pay but an employer may require his employees to do the usual cleaning work in the tavern. (No holidays provided for previously.)

Minimum wage rates: employees paid by the week—barman \$35; waiter \$27; apprentice or beginner \$20; employees paid by the hour—barman 65 cents; waiter 50 cents; apprentice or beginner 40 cents. (The rates shown above represent increases ranging from \$2 to \$5 per week for weekly rated employees and for hourly rated employees from 6 to 10 cents per hour). Barmen (assistant) \$32 per week or in the case of employment by the hour 60 cents is an added classification. Occasional employees are entitled to a minimum of 2 hours' pay per call according to the wage scale determined for his category of employment or a minimum of 45 cents per hour.

Guaranteed weekly wage: in the case of employment by the hour, the wages for 50 hours of work per week is guaranteed and shall be paid to regular employees of either category even if such employees worked less than 50 hours during the week.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Nova Scotia, Ontario, Saskatchewan and Alberta.

Recent proceedings under the Industrial Standards Acts, etc.* include, in addition to those summarized below: a new schedule for the beauty culture industry at Swift Current, published in *The Saskatchewan Gazette*, issue of December 10, and the amendment of the schedule for the baking industry in the Prince Albert zone, published December 31. New schedules for the barbering industry in the Aurora and Newmarket zones; in the Bracebridge, Gravenhurst and Huntsville zones; in the Carleton Place and Perth zones; in the Brampton zone; in the Elora and Fergus zones; in the Midland, Penetanguishene, Port McNicoll and Victoria Harbour zones and in the North Bay zone were published in *The Ontario Gazette*, issue of January 28. The amendment of the schedule for the barbering industry in Saskatchewan was published in *The Saskatchewan Gazette*, issue of February 4, 1950.

NOVA SCOTIA

Construction

CARPENTERS, SYDNEY.

An Order in Council, dated January 5, and gazetted January 25, makes binding the terms of a new schedule for carpenters at Sydney to be in effect until May 31, 1950, and thereafter from year to year, subject to notice.

* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations.

Summaries of these Acts and amendments have been published in the *LABOUR GAZETTE*, as follows: Nova Scotia—Industrial Standards Act, in issues of July, 1936, p. 604, August, 1937, p. 861, July, 1939, page 671, August, 1946, p. 1102, July, 1948, p. 749; New Brunswick—Industrial Standards Act, in issues of October, 1939, p. 996, August, 1941, p. 956, December, 1944, p. 1551, December, 1948, p. 1434; Ontario—Industrial Standards Act, in issues of June, 1935, p. 534, May, 1936, p. 410, May, 1937, p. 505, May, 1938, p. 501, June 1939 p. 574 August, 1948, p. 890, August, 1949, p. 999; Manitoba—Fair Wages Act, Part II, in the issues of May, 1938, p. 499, June, 1939, p. 570, February, 1941, p. 137, June, 1942, p. 696, June, 1946, p. 826; Saskatchewan—Industrial Standards Act, in the issues of June, 1937, p. 635, May, 1938, p. 507, June, 1939, p. 581, June, 1940, p. 559, June, 1948, p. 627; Alberta—Industrial Standards Act in issues of June, 1935, p. 534, June, 1936, p. 501, June, 1937, p. 640, June, 1938, p. 633, June, 1939, p. 567. (This Act was changed to Alberta Labour Act in 1947), June, 1947, p. 837.

Hours: 8 per day, Monday through Friday, a 40-hour week.

Overtime: time and one-half for all work performed in excess of 8 hours per day and for all time worked in excess of 7 hours on shift work; double time for work on Saturday, Sunday and 8 specified holidays. The vacation pay of 2 cents per hour is not included in calculating overtime pay.

Minimum hourly wage rates for journey-men carpenters are increased by 5 cents to \$1.35 per hour. As noted below an additional 2 cents per hour is paid as vacation pay. Apprentices shall receive 68½ cents per hour during the first 500 hours to \$1.23 during the eighth 1,000 hours. When necessary to work 2 or more shifts in 24 hours, workers employed between 5 p.m. and 8 a.m. shall receive 8 hours' pay for 7 hours' work. The advisory committee may fix a lower rate of wages for handicapped workers.

Vacation: 2 cents per hour is added to the minimum hourly rate in lieu of vacation with pay.

Apprentices are governed in regard to hours, overtime and holidays the same as journeymen.

ONTARIO

Manufacturing

Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF ONTARIO.

An Order in Council, dated January 13, and published in *The Ontario Gazette*, January 28, makes binding throughout the Province of Ontario the terms of a new schedule governing the men's and boys' clothing industry from February 7, 1950, "during pleasure".

Hours: 8 per day, a 40-hour week in the counties of Halton, Ontario, Peel, Wentworth and York; 8 per day, 4 on Saturdays, or 9 per day Monday through Thursday, 8 on Fridays, a 44-hour week in either case, in all other parts of Ontario.

Overtime and work on 8 specified holidays (an increase of one) is payable at the rates shown in the accompanying table.

Minimum hourly wage rates: see table on page 521.

The advisory committee is authorized to fix a lower minimum rate for persons only partly subject to the provisions of this schedule or who are handicapped.

MEN'S AND BOYS' HAT AND CAP INDUSTRY, PROVINCE OF ONTARIO.

An Order in Council, dated January 26, and gazetted February 11, makes binding the terms of a first schedule for the men's and boys' hat and cap industry in the province of Ontario, to be in effect from February 21, 1950, "during pleasure".

Hours: 8 per day, Monday through Friday, a 40-hour week.

Overtime: work performed at any time other than during the regular working periods is payable at the rate of time and one-quarter; double time on Good Friday and Labour Day. Except for one hour Monday to Thursday inclusive no overtime work shall be done without a permit from the advisory committee.

Minimum hourly wage rates: class A (cutter) 83½ cents; class B (operator, machine) 77½ cents; class C (blocker) 61 cents; class D (lining maker, machine) 51 cents; class E (hand finisher) 43 cents; class F (general hand) 42 cents.

The advisory committee is authorized to fix a lower minimum rate of wages for employees whose work is only partly subject to the terms of the schedule, who perform work included in more than one classification of employees or who are handicapped.

SASKATCHEWAN

Manufacturing

Fur and Leather Products

SHOE REPAIRERS, REGINA.

An Order in Council, dated December 13, and gazetted December 24, amends the previous Order in Council for this industry (L.G., Oct., 1947, p. 1476). This amendment to come into force January 2, 1950.

Minimum weekly wage rates for inexperienced employees are increased by \$2.50 per week and their rates are now \$21 per week during first 6 months to \$25 during the third 6 months, thereafter \$27.50 per week.

ALBERTA

Manufacturing

Vegetable Foods

BAKERS, CALGARY.

An Order in Council, dated December 23, and gazetted January 14, makes binding the terms of a new schedule for bakers in Calgary, to be in effect from January 24, 1950, to January 23, 1951, or thereafter, "during pleasure".

Hours: 8 per day, 43 in a week for all employees (male or female). Weekly hours are reduced by 2.

Overtime: time and one-half for all time worked in excess of the maximum standard hours and for work on 9 specified paid holidays (an increase of 1) provided one day off in lieu thereof is not allowed within 7 days of such holiday. Holidays with pay shall only be granted provided employees work the full working day preceding and the full working day following said holiday. No overtime work shall be performed without the permission of the advisory committee.

Minimum weekly wage rates for male and female employees: ovenmen, doughmen, cake bakers \$44.50; dividersmen, mouldermen, bench hands \$42; assistant doughmen, assistant ovenmen, assistant mouldermen, assistant dividersmen \$34.50 per week plus \$1 per week increase every 6 months to \$38.50; bread racker \$30.50 per week plus \$1 per week increase every 6 months to \$34.50 per week; head shipper \$37.50; assistant \$32.50; wrapping machine operator (in charge) \$34.50; assistant \$32.50; mechanics \$39.50; maintenance men \$36.50; janitors, cleaners and pan washers \$31.50 per week plus \$1 per week increase every 6 months to \$34.50; apprentices \$24.50 during the first 6 months to \$38.50 during the eighth 6 months, thereafter \$42 per week.

Minimum wage rates for female employees: female help in bread shop—rackers, bread

wrappers, cake machine wrappers \$26.50 per week during the first 3 months, thereafter \$29.50; female help in cake shop on bench work—cookie and doughnut machine operators \$24.50 during the first 6 months to \$28.50 during the second 6 months, thereafter \$32.50; cake depositor operator \$27.50 during the first 6 months to \$31.50 during the second 6 months, thereafter \$35.50; female help in cake shop—wrappers, finishers, packers, box makers and liners \$24.50 per week plus \$1 per week increase every 6 months to \$31.50. The foregoing rates, except those for female employees (whose rates remain unchanged), represent an increase of \$6.50 per week (L.G., Jan., 1949, p. 68). The following new classifications are added: checkers and packers (female) \$28 per week during the first 3 months, thereafter \$31; receiver \$36.50; machine pan greaser \$36.50. Employees performing work between the hours of 9 p.m. and 6 a.m. are entitled to extra compensation of 5 cents per hour. The minimum rate of wages for temporary or part-time employees (male or female) employed on an hourly or daily basis shall be 10 cents per hour over the single hourly rate of weekly employees. If consecutive hours worked are less than 4, employees shall be paid for 4 hours at the above rate. The rate of wages for foremen to exceed that of ovenmen or doughmen.

Graduated wage increases shall be determined as of the original date of employment with the company.

Vacations: 2 weeks with pay (to be computed in accordance with existing Provincial Government Legislation) for employees who have one or more years of continuous service with their employers. In the event of termination of services the employees shall receive wages in lieu of vacation as governed by the above legislation.

Uniforms, if required by the company, shall be supplied to employees free of cost.

Apprenticeship regulations are set forth in this schedule.

BAKERY SALESMEN, CALGARY.

An Order in Council, dated December 23, and gazetted January 14, makes binding the terms of a new schedule for bakery salesmen, service men and stablemen at Calgary, to be in effect from January 24, 1950, to January 23, 1951, thereafter, "during pleasure".

Hours: 8 per day, 48 in a week for salesmen, service men and stablemen. For bakery salesmen hours shall not extend beyond 7 p.m. on week days and 2 p.m. on Wednesdays except in the case of certain special delivery services.

Overtime: time and one-half for all work performed in excess of the regular working hours and for 8 specified paid holidays when one day in lieu thereof is not allowed within 30 days of such holiday.

Minimum weekly wage rates: experienced salesmen a minimum guarantee of \$42 per week; service men, stablemen \$41.50; assistant stableman, inexperienced salesmen (first 2 months) \$38. (The rate for experienced salesmen remains unchanged; for other classifications the rates represent increases ranging from \$2.50 to \$3 per week.)

Vacation: 2 weeks' vacation for all employees who have completed one or more years of continuous service with their employers. Vacation pay shall be computed in accordance with existing Provincial Government Legislation. In the event of termination of services the employees shall receive wages in lieu of vacation as governed by the above legislation.

Uniforms shall be supplied at the employer's expense but must be cleaned and kept in repair by the employee.

(Continued from page 426.)

continued excellent markets for lumber and pulp and paper, have meant a steady and substantial decline in the number of job seekers; since the middle of February, about 20,000 have returned to work. In Quebec and the Maritime provinces, the end of hauling has meant a net increase in the number of job seekers, exclusive of those claiming supplementary benefits. In Newfoundland, March is the month of heaviest unemployment. The provincial government's winter works program has been terminated, other construction work is at a standstill, and fishing does not begin until the end of April. In Ontario, the increase in production in many manufacturing industries has created new job openings, but these have not been sufficient to offset the decline of employment in the logging industry, and the layoffs in the Windsor area in the automobile and parts industry resulting from a strike in the United States. The Prairie region shows little net change, although some hiring is being done on the farms in preparation for spring planting, and work on the pipe line in Alberta is beginning.

Employment in Canada has not been adversely affected by any large scale Canadian strikes, although early in April a major one was threatening in the automobile industry. On April 2, the workers in the Ford Motor Company plant in Windsor took a preliminary strike vote, and a strike scheduled for April 12 was averted only at the last moment. The union voted to accept the company's offer of a \$55 a month pension, which was also the amount recommended by the Ontario conciliation board.

MINIMUM HOURLY WAGE RATES AND OVERTIME RATES IN THE MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF ONTARIO

Class	Minimum Rates per Hour		Overtime Rates per Hour	
	Counties of Halton, Ontario, Peel, Went- worth and York	Rest of Province	Counties of Halton, Ontario, Peel, Went- worth and York	Rest of Province
I—Coats, Vests and Pants (other than odd pants)—	\$	\$	\$	\$
A—Cutter and marker.....	1.19½	1.04½	1.57	1.37
B—Head operator (coats), first operator (vests).....	1.13	.99	1.47	1.28½
C—Trimmer.....	1.11½	.97½	1.45	1.27
D—Pocket maker (coats and pants), edgetaper, seamer (pants), second operator (vests).....	1.05	.92	1.35	1.18
E—Finish presser and fitter (coats), leg and bottom presser (pants), finish presser (vests).....	1.02	.89	1.30½	1.14
F—Shaper, under-baster, top collar baster, edge baster by hand (coats), top stitcher (pants)...	.97½	.85½	1.24	1.08
G—Lining maker, edge stitcher, joiner and pocket tacker, shoulder joiner, gorget sewer, examin- ing brusher, dart sewer (coats), lining maker (pants), waistband operator (pants), top presser (pants), fitter (vests).....	.88½	.77½	1.10	.97½
H—Seam or under presser (vests).....	.85½	.75	1.06	.92½
I—Alteration tailor (coats, vests and pants).....	.84	.73½	1.03½	.91
J—Chopper.....	.83	.72½	1.02	.89
K—Edge presser and seam or under presser (coats)...	.80	.70	.97½	.85½
L—Lining baster, facing baster by hand, collar setter, shoulder and under collar baster, edge baster machine (all on coats), pocket maker and outside seamer on boys' longs, shorts and bloomers and lining stitcher, boys' shorts, etc.....	.77½	.68	.94	.82
M—Try-on baster.....	.76½	.67	.92	.81
N—Seam presser (pants).....	.73	.64	.87	.76
O—Finish presser on boys' longs, shorts and bloomers	.71	.62	.84	.73½
P—Assistant trimmer.....	.67	.58½	.78	.68
Q—Sleeve maker, buttonhole maker (machine), special machine operator, lapel and collar padder, armhole serger, fitter (pants), trim- ming maker (pants), lining and back maker (vests), third operator and baster (vests).....	.64½	.56½	.74	.65
R—Separator of coats and vests.....	.63	.55	.72	.63
S—Canvas maker hand, separator (pants).....	.60½	.53	.68	.60
T—Ticket pocket maker, canvas baster by machine and hand, facing and bottom tacker, facing baster by machine, finisher (coats), finisher (pants and vests), buttonhole maker by hand, special machine operator (pants), button sewer, buttonhole tacker, canvas maker by machine, cleaner and basting puller, busheler on pants and general helper.....	.58	.50½	.64½	.56
U—Binder, bottom trimmer (pants), pocket piecer (vests), and thread marker.....	.54	.47½	.58½	.51
II—Manufacture of Odd Pants—				
A—Cutter or marker.....	1.03½	.90½	1.40	1.23
B—Trimmer or lining marker, pocket maker, inside and crotch seamer, outside seamer.....	.95	.83	1.27½	1.12
C—Leg presser and lining or top stitcher.....	.89	.78	1.18½	1.03½
D—Top presser, lining sewer, hip pocket cutter.....	.79	.69	1.03½	.91
E—Chopper.....	.72½	.63½	.94	.82
F—Pocket maker, lining sewer, stitcher and presser on boys' longs, shorts and bloomers.....	.67	.58½	.85½	.75
G—Layer-up, fly sewer.....	.62	.54	.78	.68
H—Fitter, seam presser, facing operator, curtain maker, buttonhole maker on odd pants and seamer on boys' longs, shorts and bloomers...	.56	.49	.69	.60
I—Assistant trimmer, cuff presser and waistband operator.....	.55	.48	.67½	.59
J—Pocket serger, bar tacker, fly maker, button sewer, loop maker, buttonhole tacker, cuff machine operator, ticket sewer, examiner and cleaner.....	.50	.43½	.60	.52½
K—Pant crease felling machine operator.....	.49	.43	.58½	.51

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During January

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of January the Department of Labour prepared 112 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 84 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	6,798	\$16,537,255.39
Post Office.	16	143,028.91
Public Works.	4	94,740.00
R.C.M.P.	2	1,132.65

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JANUARY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Agriculture				
Charlottetown, P.E.I.	Construction of 32-pen piggery, Experimental Farm.	County Construction Co. Ltd., Charlottetown, P.E.I.	\$ 31,760 00	July 4, 1949
Saskatoon, Sask.	Construction of 30-pen piggery addition, University of Saskatchewan.	W. C. Wells Construction Co. Ltd., Saskatoon, Sask.	30,383 00	July 4, 1949
Westbank, B.C.	Construction of distribution system, irrigation project.	R. E. Postill & Sons, Vernon, B.C.	298,365 32	July 26, 194
Canadian Commercial Corporation				
Summerside, P.E.I.	Re-erection of high pressure steam boiler plant, R.C.A.F. Station.	Reid & Cambridge Ltd., Montreal, P.Q.	153,083 00	Jan. 26, 1950
Aldershot, N.S.	Installation of low pressure steam heating system, Building No. 81.	H. B. Mitchell, Wolfville, N.S.	9,033 00	Oct. 28, 1949
Dartmouth, N.S.	Installation of power supply to G.C.I. (No. 16 R.U.), Radar Station.	Nova Scotia Light & Power Co. Ltd., Halifax, N.S.	2,043 40	Feb. 7, 1950
Dartmouth, N.S.	Alterations to Building No. 62 to convert from dormitory type barracks block to cabins, H.M.C.S. "Shearwater".	Foundation Maritime Ltd., Halifax, N.S.	28,356 00	Jan. 26, 1950
Dartmouth, N.S.	Alterations to Building No. 63 to convert from dormitory type barracks block to cabins, H.M.C.S. "Shearwater".	Foundation Maritime Ltd., Halifax, N.S.	28,641 00	Jan. 26, 1950
Halifax, N.S.	Paving of parking area and roadways including installation of catch basins, manhole and storm sewer, R.A. Park.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	7,121 00	Jan. 26, 1950
Yarmouth, N.S.	Construction of chimney and boiler room inside drill hall (Building No. 4) and installation of low pressure heating system.	Powers Bros. Ltd., Lunenburg, N.S.	8,948 00	Jan. 27, 1950
Moncton, N.B.	Erection in place of outdoor, self-contained, fully protected incinerator unit located at No. 8 Supply Depot.	Francis Hankin & Co. Ltd., Montreal, P.Q.	5,272 00	Jan. 28, 1950
Moncton, N.B.	Construction of chain link fence, No. 3 Supply Depot, R.C.A.F. Command.	Dominion Steel & Coal Corp. Ltd., Montreal, P.Q.	10,440 00	Feb. 6, 1950
Montreal, P.Q.	Construction of sergeants' and men's messes, H. Q. Quebec Command.	Lebrador Construction Co. Ltd., Montreal, P.Q.	23,977 00	Feb. 6, 1950
Montreal, P.Q.	Repair of underfloor joists, soft wood floors, installation of quarterboard or plywood base and covering with linoleum or an equivalent, Other Ranks Quarters, No. 25 Central Ordnance Depot.	Donat Prevost, Montreal, P.Q.	25,143 56	Jan. 27, 1950
Valcartier, P.Q.	Erection on Building No. 55(a), Canadian Armament Research & Development Establishment, of approximately 25 tons of structural steel and 1½ tons of steel bar joists.	Eastern Canada Steel & Iron Works, Ltd., Quebec, P.Q.	9,055 00	Dec. 1, 1949
Valcartier, P.Q.	Construction of a magazine (Building No. 27), Canadian Armament Research and Development Establishment.	Bergerville Estates Ltd., Quebec, P.Q.	15,000 00	Aug. 12, 1949
Hamilton, Ont.	Renovation of Otis-Fensom Building.	Olmsted & Parker Construction Co. Ltd., Hamilton, Ont.	20,650 00	Jan. 31, 1950
London, Ont.	Construction of concrete block addition to existing paint spray building at 204 Base Workshop.	Sid. Jones Construction Co. Ltd., London, Ont.	14,065 00	Jan. 21, 1950
Camp Shilo, Man.	Construction of remote control station.	Bird Construction Co. Ltd., Winnipeg, Man.	19,488 00	Feb. 6, 1950
Winnipeg, Man.	Installation of ash removal system, R.C.A.F. Station.	Vulcan Iron & Engineering Ltd., Winnipeg, Man.	13,866 50	Feb. 3, 1950
Namsoo, Alta.	Construction of remote transmitter building and installation of required services at R.C.A.F. Station.	Christensen & MacDonald Ltd., Edmonton, Alta.	280,372 00	Jan. 31, 1950
Ralston, Alta.	Construction of shopping and recreational centre and two eight-stall garages.	Bird Construction Co. Ltd., Lethbridge, Alta.	265,482 00	Feb. 6, 1950

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JANUARY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation (Cont'd.)				
Esquimalt, B.C.	Exterior painting and staining of buildings, Work Point	Seaboard Advertising Co. Ltd., Vancouver, B.C.	4,845 00	Aug. 9, 1949
Esquimalt, B.C.	Construction of chain link fencing of drill hall area, Macaulay Barracks.	Dominion Steel & Coal Corp. Ltd., Montreal, P.Q.	4,021 56	Sept. 29, 1949
Esquimalt, B.C.	Installation of hot water heating system, Building No. 1065 Camp.	C. J. McDowell Plumbing & Heating Ltd., Victoria, B.C.	7,545 00	Feb. 17, 1950
Central Mortgage and Housing Corporation				
Tufts Cove, N.S.	Cleaning, grubbing and grading, D.N.D. non-urban project.	Tynor Construction Co. Ltd., St. George, N.B.	64,988 50	Nov. 28, 1949
Greenwood, N.S.	Installation of electrical distribution system, street lighting, power services to houses and fire alarm system.	Bryant Electrical Co., Halifax, N.S.	19,500 00	Oct. 7, 1949*
Rivers, Man.	Installation of electrical distribution system, street lighting and fire alarm system.	Manitoba Power Commission, Winnipeg, Man.	14,500 14	Feb. 14, 1950
Belmont Park, B.C.	Installation of water distribution system, D.N.D. non-urban project.	C. W. Ledingham Co. Ltd., Vancouver, B.C.	97,016 68	Nov. 30, 1949
Belmont Park, B.C.	Installation of sanitary sewerage and storm sewers system, D.N.D. non-urban project.	C. W. Ledingham Co. Ltd., Vancouver, B.C.	145,859 95	Nov. 30, 1949
Vancouver, B.C.	Construction of new District Rental Office.	Robinson Bros. Construction Co., New Westminster, B.C.	32,010 90	Jan. 6, 1950
Department of Mines and Resources				
Lestock, Sask.	Revisions and additions to heating system, Indian Residential School.	Waterman-Waterbury Manufacturing Co. Ltd., Regina, Sask.	3,351 00	Jan. 3, 1950
Banff National Park, Alta.	Erection of superstructure for 180-foot span steel truss highway bridge over Bow River at Mile 0-5.	Hamilton Bridge Co. Ltd., Hamilton, Ont.	64,838 00	Oct. 18, 1949
Alert Bay, B.C.	Revisions and additions to plumbing, heating, water supply and sewage disposal system, Indian Residential School.	Mitchell Bros. Ltd., Vancouver, B.C.	13,868 00	Oct. 12, 1949
Hay River, N.W.T.	Construction of winter road between Hay River and Yellowknife, along route to be selected, and to be maintained in permanence of this winter road up to and including March 31, 1950.	Bond Construction Co. Ltd., Edmonton, Alta.	40,000 00	Nov. 14, 1949
Department of Public Works				
Anglo-Rustico, P.E.I.	Construction of wharf.	John M. Quinn & John E. MacPhee, Brackley and Clyde River, P.E.I.	15,037 70	Aug. 23, 1949
Black Point, N.S.	Wharf repairs and improvements.	Barney Mosher & Merrill D. Rawding, Liverpool, N.S.	45,837 24	Oct. 27, 1949
Eastern Passage, N.S.	Breakwater repairs.	Mosher & Rawding, Liverpool, N.S.	31,150 27	Nov. 14, 1949
Pleasant Bay (The Ponds), N.S.	Pier reconstruction.	Alfred R. MacDonald, Donald A. MacDonald, Willie MacDonald & John A. MacDonald, Little Indique Ponds, N.S.	19,873 22	Oct. 31, 1949
Port Maitland, N.S.	Breakwater reconstruction and extension.	Kenny Construction Co. Ltd., Yarmouth, N.S.	125,553 40	Oct. 4, 1949
Fredericton, N.B.	Construction of headhouse of Dominion Laboratory of Entomology.	O Dell Construction Co. Ltd., Fredericton, N.B.	34,990 00	Jan. 11, 1950
Saint John, N.B.	Renewal of hot and cold water lines at Lancaster Hospital.	Lawton's Plumbing & Heating Co., Saint John, N.B.	8,925 38	Nov. 16, 1949

Saint John, N.B.	Construction of sub-hatchery for Department of Fisheries, ...	R. A. Corbett & Co. Ltd., Saint John, N.B.	17,605 50	Dec. 6, 1949
South Esk, N.B.	Construction of building for cold storage, garage, etc., for Department of Fisheries at Miramichi Hatchery.	Bayside Construction Co. Ltd., Campbellton, N.B.	10,951 00	Dec. 14, 1949
Baie Ste. Catherine, P.Q.	Wharf reconstruction.	North Shore Construction Co. Ltd., Montreal, P.Q.	393,671 75	Nov. 8, 1949
Hull, P.Q.	Installation of air conditioning system, etc., Animal House, Department of National Health & Welfare.	A. Lanctot Construction Co., Ottawa, Ont.	5,816 00	Jan. 27, 1950
Levis, P.Q.	Reconstruction of wharf.	McNamara Construction Co. Ltd., Toronto, Ont.	729,627 00	Sept. 26, 1949
Matane, P.Q.	Wharf extension.	Gulf Maritime Construction Ltd., Matane, P.Q.	296,255 20	Nov. 9, 1949
Mont-Louis, P.Q.	Wharf reconstruction.	B. Jones, Matane, P.Q.	162,076 00	Sept. 22, 1949
Montreal, P.Q.	Improved lighting in certain areas, Old Examining Warehouse.	B. B. Electric Co. Ltd., Montreal, P.Q.	12,000 00	Nov. 14, 1949
Montreal, P.Q.	Replacement of hot water lines, etc., Queen Mary Veterans Hospital.	Thomas O'Connell Ltd., Montreal, P.Q.	8,908 00	Nov. 25, 1949
St-Joachim de Tourelle, P.Q.	Construction of break-water, Anse des Quinze Collets.	B. Jones, Matane, P.Q.	60,617 00	Sept. 20, 1949
Temiskaming, P.Q.	Apron reconstruction Ontario side of Temiskaming Dam.	Intrusion-Prepak Ltd., Toronto, Ont.	147,250 00	Feb. 9, 1950
Agincourt, Ont.	Construction of office building for Geophysical Services.	C. A. Smith Contracting Co. Ltd., Toronto, Ont.	14,092 00	Jan. 17, 1950
Griffith Island, Ont.	Repairs to approach section of wharf.	R. A. Blyth, Toronto, Ont.	9,643 65	Nov. 15, 1949
Ottawa, Ont.	Painting at Central Heating Plant.	Robert Strang, Ottawa, Ont.	8,250 00	Dec. 22, 1949
Rondeau, Ont.	Repairs and improvements to West Pier.	Sterling Construction Co. Ltd., Windsor, Ont.	11,809 00	Oct. 1, 1949
Toronto, Ont.	Alteration, etc., for accommodation of Immigration Branch at Austin Motors Building.	F. D. Howie Construction Ltd., Toronto, Ont.	20,475 00	Nov. 29, 1949
Alert Bay, B.C.	Wharf construction.	Pacific Pile Driving Co. Ltd., Victoria, B.C.	65,151 00	Nov. 1, 1949
Allison Harbour, B.C.	Construction of float and shed.	Oskar Johnson Longing Co., Allison Harbour, B.C.	11,500 00	Oct. 17, 1949
Blubber Bay, B.C.	Wharf reconstruction.	W. Greenlees, Vancouver, B.C.	43,745 00	Oct. 27, 1949
Dodge Cove, Digby Island, B.C.	Wharf reconstruction.	Armour Salvage & Towing Co. (1945), Prince Rupert, B.C.	27,198 20	Oct. 14, 1949
Granite Bay, B.C.	Wharf repairs and improvements.	West Coast Salvage & Contracting Co. Ltd., Vancouver, B.C.	7,130 00	Oct. 17, 1949
Half Moon Bay, B.C.	Wharf repairs and improvements.	Pacific Pile Driving Co. Ltd., Victoria, B.C.	24,664 00	Nov. 24, 1949
Nanaimo, B.C.	Roads, grading, fencing, etc., at Indian Hospital.	E. Jepson, Nanaimo, B.C.	9,506 00	Dec. 22, 1949
Nanose Bay, B.C.	Breakwater construction.	Ed. Walsh & Co. Ltd., New Westminster, B.C.	70,350 00	Nov. 17, 1949
Port Renfrew, B.C.	Wharf reconstruction.	James McDonald Construction Co. Ltd., Vancouver, B.C.	53,500 00	Oct. 31, 1949
Prince Rupert, B.C.	Renewal of fishermen's floats north of Drydock.	Skeena River Pile-driving Co., Prince Rupert, B.C.	54,453 00	Sept. 30, 1949
William Head, B.C.	General repairs, painting, etc., to various buildings at Quarantine Station.	Canada Paint & Contracting Co., Victoria, B.C.	10,270 00	Jan. 19, 1950
Alert Bay, B.C.	Breakwater repairs at Quarantine Station.	Victoria Pile Driving Co. Ltd., Victoria, B.C.	13,491 90	Nov. 8, 1949
Zaballos Head, B.C.	Wharf replacement.	Findlay-White Construction Co. Ltd., Qualicum Beach, B.C.	71,892 42	Sept. 3, 1949
Lunenburg, N.S.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	169,363 38	"
Rowanville, Ont.	Dredging.	"	8,160 00	"
Little Current, Ont.	Dredging.	Canadian Carriers Ltd., Toronto, Ont.	589,440 22	"
Talbot River, Ont.	Dredging.	"	12,600 00	"
Douglas Island Channel, B.C.	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	58,750 00	"
City Floats, Fraser River, B.C.	Dredging.	British Columbia Bridge & Dredging Co. Ltd., Vancouver, B.C.	8,579 40	"
Port Alberni, B.C.	Dredging.	Gilbey Bros. Ltd., New Westminster, B.C.	97,925 00	"
Vancouver, B.C.	Dredging.	North Western Dredging Co. Ltd., Vancouver, B.C.	18,750 00	"
		Burrard Dry Dock Co. Ltd., North Vancouver, B.C.		"

Department of Transport

Moncton, N.B.	Construction of water supply pipe line and reconditioning of in-door sprinkler system.	Bay Construction Ltd., Moncton, N.B.	6,988 75	Aug. 26, 1949
Dafne, Sask.	Construction of staff dwelling.	Bird Construction Co. Ltd., Moose Jaw, Sask.	13,183 25	Nov. 16, 1949
Fort St. John, B.C.	Conversion of barracks into apartments.	Nylon Construction Co., Edmonton, Alta.	17,761 00	Nov. 4, 1949
Kimberley, B.C.	Erection of four staff dwellings.	Robert Nelson Contracting Co., North Vancouver, B.C.	52,776 00	Oct. 8, 1949
Princelet, B.C.	Erection of six staff dwellings.	Richmond Construction Co., Vancouver, B.C.	69,156 95	Nov. 9, 1949

* The labour conditions of these contracts contain the General Fair Wages Clauses providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Recent Regulations Under Provincial Legislation

In British Columbia, a new minimum wage order has been issued covering the undertaking business in certain urban districts for which a minimum of \$33 a week is set. ¶Manitoba has revised the apprenticeship rules for another trade, that of automobile repair and internal combustion engine mechanics, to provide for pre-apprenticeship training and to raise minimum rates of pay during the apprenticeship period.

British Columbia Hospital Insurance Act

Effective from March 1, two new sections added to the general regulations under this Act by an Order in Council of January 3, gazetted February 9, provide that when an overdue premium is paid, unless the Hospital Insurance Commissioner orders otherwise, eligibility for benefits commences one month after payment. Similarly, persons formerly exempted from the payment of a premium, who elect to come under the Act, are not eligible for benefits until one month after the date on which they pay the hospital premium.

British Columbia Male Minimum Wage Act

From February 5, male workers in undertaking establishments, including funeral attendants and chauffeurs, in Vancouver and its environs, Victoria, Oak Bay, Saanich, Esquimalt and New Westminster must be paid \$33 a week if they work 40 hours or more. Workers who work less than 40 hours in a week must receive at least 80 cents an hour. These minima were fixed by a new Order (No. 15) which was made on December 9, 1949 and gazetted February 2. Musicians, vocalists and persons employed in a supervisory, managerial or confidential capacity are excluded.

Except when authorized in writing by the Board, hours of work are not to exceed eight in a day and 44 in a week. If, under permit from the Board, hours in excess of eight and 44 are worked, time and one-half the regular rate must be paid. When a split shift is worked, working hours must be confined within the 12-hour period immediately following commencement of work.

Where employees reside on the employer's premises, an arrangement may be made for such employees to deal with emergency

calls, subject to the written approval of the Board, but the time spent answering emergency calls is not to be considered in calculating hours of work, overtime or hours worked on a split shift.

A weekly rest of 32 consecutive hours must be granted unless, in exceptional cases, the Board, on the joint application of employer and employees, approves a different arrangement.

An employee who reports for work on the call of the employer and for whom there is no work must be paid for the entire period spent at the place of work, with a guarantee of at least two hours' pay. If the employee commences work, he must receive four hours' pay at the regular rate. The daily guarantee provision may be varied by the written permission of the Board.

British Columbia Trade-Schools Regulation Act

The maximum charges which may be made to the public for the services of any student in barbering and hairdressing schools, as set out in regulations made under the Trade-Schools Regulation Act, have been raised by Orders in Council made on January 31 and gazetted February 9. The Act, which is designed to regulate the operation of trade schools by requiring them to be registered and inspected, provides for the making of regulations prescribing hours of instruction, course of study, fees, charges for materials used or services rendered by students or employees, and other matters.

Before a student may begin a course in barber school, he must enter into a contract, approved by the Minister of Labour, with the trade school operator, and obtain a medical certificate certifying that he is free from a communicable disease. A complete course of study in barbering consists of 1,000 hours' instruction. The hours of instruction are limited to 44 a week.

Manitoba Apprenticeship Act

The apprenticeship rules for the automobile repair and internal combustion engine mechanics' trades were revised by an Order in Council (Reg. 4/50) filed on January 26, gazetted January 28, chiefly to provide for pre-apprenticeship training. A similar revision has already been made in the rules for the building trades (L.G., 1949, p. 1574; 1950, p. 225).

An employer must report immediately to the Director of Apprenticeship when he employs any person eligible to be an apprentice.

Applicants for apprenticeship in the automobile repair and internal combustion engine mechanics' trades may be recommended by the trade advisory committee for a six to eight months' pre-employment course, terminating in the spring following its commencement.

Each apprentice in these trades must now attend full-time technical school classes for at least six weeks a year during the entire apprenticeship period of five years, but if he has completed at least six months in a pre-employment course, he may be excused from attendance during the second year of apprenticeship. Added to the list of courses which must be given to apprentices is one on the basic principles of diesel-operated vehicles. The classes must also include courses in the subjects which are listed in the schedule of basic training, and in business ethics and salesmanship. There has been no change in the requirements for the practical training given by the employer.

The Minister of Labour, in conjunction with the Minister of Education, may now make any necessary provision for conducting evening classes for these trades in addition to, or as a substitute for, full-time classes.

The normal working hours for apprentices in these trades are those set by the Hours of Work Act, 1949 (which limits hours of male workers to eight and 48 unless time and one-half is paid).

Wage rates are the same percentages of the mechanics' rate as heretofore, but the minimum wage which must be paid has been raised. Fifteen dollars must be paid for a 48-hour week during the first year, the rate to be increased by \$3 in each successive year, so that the minimum wage payable for the fifth year is \$27. Formerly, the apprentice had to be paid \$10 for a 48-hour week during the first year, increased by \$2 in each successive year.

The age qualification and the ratio of the number of apprentices an employer is

permitted for each mechanic remain unchanged.

An employer must make an annual progress report to the trade advisory committee on each of his apprentices. If the employer's final report recommends the granting of a certificate of qualification to an apprentice, and if on examination the apprentice reaches or exceeds the pass mark set on the recommendation of the trade advisory committee, a certificate is to be granted. If the employer's report and the examination results are in disagreement, they must be reviewed by the trade advisory committee.

A person who has been employed in the trade for at least five years before January 28, 1950, may be issued a certificate of qualification after passing such trade tests and examinations as may be agreed upon by the Apprenticeship Board on the recommendation of the trade advisory committee. If he has been engaged in the trade for at least seven years, and if the trade advisory committee so recommends, a certificate may be issued without examination, but no certificate may be issued without examination after March 31, 1950.

Certificates must be renewed annually, after March 31, on payment of a fee of \$1. Failing renewal, an applicant may be required to pass an examination to obtain a new certificate.

Nova Scotia Public Health Act

Revised regulations under the above Act were issued on January 28, and gazetted February 1, laying down minimum standards of sanitation for hotels, tourist camps and overnight cabins. The former regulations issued in 1941 are rescinded.

Employees who prepare, cook or serve food must be cleanly in their habits and wear clean, washable clothing. Hair nets or other head dresses must be worn by women. Separate hand towels for each employee must be provided. Persons suffering from a communicable disease or who are likely to be carriers of disease are forbidden to prepare, cook or serve food, unless permission is obtained from the Medical Health Officer. The operator of an establishment, under direction of the Medical Health Officer, must furnish temporary accommodation or isolation for any employee found to suffer from a communicable disease until his removal to a suitable place is safe and feasible. Any operator who fails to comply with the regulations will be liable to a fine of from \$10 to \$100.

Ontario Public Commercial Vehicles Act

New general regulations under this Act (9/50) were made on January 13 and gazetted January 28. As previously, drivers of public commercial vehicles must be at least 18 years of age, of good moral character and fully competent to operate the vehicles under their charge. A record of the hours of labour of drivers of public commercial vehicles must be kept both by the driver himself and also by the person holding an operating licence. The records must be produced when required for inspection by a member of the Provincial Police Force or an officer of the department.

An applicant for an operating licence must file with the Department of Highways a certificate of the Workmen's Compensation Board certifying that he has provisionally complied with the Workmen's Compensation Act

Quebec Stationary Enginemen Act

A new section added to the regulations under the Stationary Enginemen Act sets

out the qualifications required of an acting pressure vessel inspector. The amendments were made by an Order in Council (No. 145) on February 1 and gazetted February 11. To serve as an acting pressure vessel inspector, a candidate must have held a second-class stationary engineman's certificate for at least six months, and must be able to make any calculations requested by the Board of Examiners. He must also prove that he has sufficient knowledge of the codes and regulations used by the Board and be able to draw any required plans of steam boilers and accessories.

The qualifications for a pressure vessel inspector's certificate as set out in the 1942 regulations are considerably higher. A candidate for such certificate must (a) hold a first-class stationary engineman's certificate; and (b) be able to make any calculations requested by the Examiners, prove that he has a thorough knowledge of the codes used, speak French and English fluently, and make any scale drawing of steam boilers, steam engines and their auxiliaries.

Labour Bills Introduced In Ontario and Alberta

Bills to amend existing labour relations legislation, which were introduced recently in the Legislatures of Ontario and Alberta, are summarized below.

New Labour Relations Bill Introduced in Ontario

The Labour Relations Bill, which was introduced in the Ontario Legislature on February 28, is intended to replace the 1948 Act which was patterned on the federal industrial relations legislation. According to the press, some changes were expected before the Bill became law. The following summary is based on the Bill as introduced.

The proposed Act provides for the continuance of the Ontario Labour Relations Board. The Board, which must be equally representative of employers and employees, may be composed of a chairman and either two or four members, instead of four members and a chairman as under the 1948 Act. The Bill would also give the Board new powers, including authority to institute the conciliation procedure and to permit prosecutions in the courts, powers which under the present Act are vested in the Minister of Labour.

Several important changes are made regarding certification of bargaining agents. In cases where a trade union applying for certification has a membership of between 45 and 55 per cent of the employees in

the bargaining unit, the Labour Relations Board must direct that a representation vote be taken. Under the present legislation, a vote can be taken at the discretion of the Board if the union shows that it has as members a majority of the employees. The Board is given discretion to grant certification without a vote if it is satisfied that more than 50 per cent of the employees are members of the union and that the true wishes of the employees are not likely to be disclosed by a vote.

As under the 1948 Act, the Board must certify the trade union as bargaining agent if it obtains more than 50 per cent of the ballots of all those eligible to vote. However, under the proposed Act, in a representation vote absentee employees will no longer be counted as eligible voters.

As regards "company-dominated" unions, the Bill provides that the Board must not certify a trade union if an employer or employers' organization has participated in its formation or administration or has contributed to it financial or other support.

An agreement concluded with such a union will not be deemed a collective agreement under the Act.

The Bill sets out specific provisions under which unions may be decertified. These specify the times at which applications for decertification may be made, depending on the term of the agreement, and the procedure to be followed by the Board, including the taking of a representation vote. The 1948 Act merely provided for decertification when the Board was of the opinion that a bargaining agent no longer represented a majority of employees in the unit. The Bill further provides that the certification of a trade union may be revoked if the union fails to conclude a collective agreement with the employer within one year after certification; if certification has been obtained fraudulently; if a union fails to give the employer notice within 60 days following certification of its desire to bargain with a view to making a collective agreement; or if the union has given notice but fails to commence bargaining within 60 days.

The procedure for negotiation of a collective agreement is in general the same as under the present Act. However, under the proposed Bill, the trade union must be represented during the bargaining by a bargaining committee consisting of employees in the bargaining unit, and they may be accompanied and assisted by one or more officers or representatives of the trade union. It was reported that this section would be amended.

A collective agreement will be deemed invalid if it includes provisions which discriminate against any person because of his race or creed.

The Bill provides that every collective agreement must contain a clause setting up arbitration machinery to settle, without stoppage of work, all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement. A clause is set out in the Bill which will automatically become part of every agreement which does not contain such a provision, providing for an arbitration board whose decision is final and binding on the parties. Under the 1948 Act, if a clause providing for final settlement of differences was lacking, the Board, on the application of either party, could prescribe one.

A new provision states that an agreement made between an employers' organization and a trade union is binding on each of

the employers individually, and if any one of the group of employers ceases to be a member of the association he will continue to be bound by the agreement until its term expires.

Under the proposed Bill, every publication dealing with the relations between employers or employers' organizations and trade unions or employees must bear the names and addresses of its printer and publisher.

A new provision has been inserted regarding unlawful strikes. If a union authorizes a strike which the employer alleges to be unlawful, he may apply to the Board for a declaration that the strike is unlawful. If the Board makes this declaration, it may withdraw its services from the trade union, or from its parent organization or subordinate branches so long as the strike continues. Similar measures may be taken against an employer, or against an employers' organization, one of whose members has engaged in an illegal lockout. This section aroused controversy and the Minister of Labour was reported to have told the Legislature that it would be withdrawn.

The Minister may appoint a conciliation officer to inquire into any complaint that a person has been refused employment, discharged, discriminated against or otherwise dealt with contrary to the Act. If the conciliation officer fails to settle the matter, the Minister may then appoint a commissioner with powers similar to those of conciliation boards to summon witnesses and enter and inspect premises. The commissioner must make recommendations as to the course that should be taken, which may include a recommendation for reinstatement with or without compensation for loss of earnings and other benefits. After the commissioner makes his recommendations, the Minister must issue whatever order he deems necessary to carry the recommendations into effect and the order is final and must be complied with.

As under the 1948 legislation, offences are punishable by fines on summary conviction. The fines set out in the Bill have been greatly increased. However, fines are not provided for each specific offence. For failure to comply with any provision of the Act or a decision, order, declaration or ruling made under the Act, a fine of not more than \$500 a day may be imposed on an individual, and not more than \$5,000 a day on a corporation, trade union or employers' organization.

Bill to Amend Alberta Labour Act

The Alberta Labour Act, 1947, which consolidated in one statute provisions regarding hours of work, minimum wages, labour welfare, holidays with pay, industrial standards and conciliation and arbitration, is likely to be amended in a number of important particulars at the present session of the Legislature. Changes in the Act were discussed at a four-day conference of labour and management representatives and government officials which was held in June, 1949.

A Bill to amend the Act was introduced and had first reading on February 24. Changes are proposed in all five Parts of the Act but those dealing with conciliation and arbitration are of most consequence. One amendment, if passed by the Legislature, will have the effect of banning "company" unions. The definition of "trade union" was amended to exclude an employer-dominated organization, and by striking out the words "or organization or association of employees" the Bill stipulates that the "bargaining agent" must be a recognized trade union that acts on behalf of employees in collective bargaining or as a party to a collective agreement with their employer. At the same time, the Bill adds a new section similar to that in the federal Industrial Relations and Disputes Investigation Act which prohibits the certification of any trade union or organization of employees, the administration, management or policy of which is, in the opinion of the Board of Industrial Relations, influenced or dominated by an employer.

Also added is a new definition of "employee". As in the federal Act, "employee" does not include "a manager or superintendent or any other person who, in the opinion of the Board, exercises managerial functions, or is employed in a confidential capacity in matters relating to labour relations" nor persons in the medical, dental, architectural, engineering and legal professions.

The Act presently requires an application for certification of a bargaining agent to be submitted to the Minister of Labour who refers it to the Board of Industrial Relations for inquiry and report. The Bill provides that applications for certification will be received and dealt with by the Board. The Board, instead of the Minister, is to certify the bargaining agent.

As before, a dispute may, on application of either party, be referred by the Minister to a Conciliation Commissioner who is required to report within 14 days or such longer time as may be agreed to by

all parties. This report is to be transmitted to the Board instead of the Minister. A Conciliation Commissioner is required to set out in his report the matters on which the parties have agreed and those on which they cannot agree and he is given authority in the Bill to make recommendations both as to the latter and as to the advisability of appointing a Board of Arbitration.

The Act now provides that, failing settlement by the Conciliation Commissioner, the Minister must forthwith refer the dispute to a three-man Board of Arbitration (which might as appropriately be called a Board of Conciliation), one the nominee of the employer concerned, a second the nominee of the union, and a chairman, the nominee of the other two.

The procedure set out in the Bill is somewhat different. It provides that where a Conciliation Commissioner is unable to bring about a settlement, the Board is to consider his report and may recommend to the Minister that he appoint a Board of Arbitration. If, in the Minister's opinion, a further endeavour should be made to bring about agreement, he may appoint a Board of Arbitration.

Under the present provisions of the Act, no report of a Board of Arbitration is binding. It merely contains recommendations for settlement which must be voted on by the employees.

In addition to providing, as at present, for a separate vote by secret ballot on the question of acceptance or rejection of an Arbitration Board award by the employees directly affected and by the employers, respectively, the Bill contains new provisions which state that if, before an award is made, the parties agree in writing to accept the Board's decision, the award will be binding on the parties who must give effect to it without submitting it to a vote, and must include the terms of the award in a collective agreement. Similarly, the award binds the parties in any case where the award has been accepted by a vote of both parties and where it is accepted in writing by the employer and the employees have voted in favour of it.

A further new section permits the employer to give effect to a proposed change in wages or hours during the time that a strike or lockout is prohibited if he has the consent of the bargaining agent.

Another amendment would provide that an extra-provincial company whose board of directors does not meet in the Province must appoint a person resident in Alberta

with authority to bargain collectively and to conclude a collective agreement on its behalf.

A further new section provides that where a business is sold the purchaser is bound by all proceedings under the Act relating to collective bargaining, conciliation and arbitration. If a bargaining agent was certified, the certification remains in effect and if a collective agreement was in force, the agreement continues to bind the purchaser as if it had been signed by him. Further, the employment of the employees is to be deemed to be continuous for the purpose of computing the holidays with pay to which they are entitled.

Another new provision forbids an employer to deprive an employee of any pension rights or benefits to which he would otherwise be entitled by reason only of his participating in a legal strike or lockout or by reason only of dismissal contrary to the Act.

Two new provisions are concerned with the check-off of union dues which is presently provided for in the Act. An employee must revoke a check-off in writing. The employer at least once a month is

obliged to remit the dues deducted to the trade union, together with a written statement of the name of the employee and the amount of the deduction until such time as a revocation signed by the employee is delivered to the employer. The employer is required to send a copy of such revocation immediately to the trade union concerned.

Of the changes made in other Parts of the Act a few might be noted. Holidays with pay are now included among the subjects to be negotiated at a conference between employers and employees and in the terms of the industrial standards schedule drawn up by such a conference. Penalties for violation of an order of the Board of Industrial Relations requiring employers to grant holidays with pay are also laid down in the Bill.

Another amendment has to do with child labour. At present the Act prohibits the employment of a child under 15 in or about the premises of a factory, shop or office building. To this the Bill would add the provision that a child under 15 may not be employed in any other employment without the consent of the Board.

New Child Labour Regulations in United States

The Secretary of Labour has revised Child Labour Regulation No. 3 pursuant to the section of the Fair Labour Standards Act, 1938, which reads as follows:—

The Secretary of Labour shall provide by regulation or by order that the employment of employees between the ages of fourteen and sixteen years in occupations other than manufacturing and mining shall not be deemed to constitute oppressive child labour if and to the extent that the Secretary of Labour determines that such employment is confined to periods which will not interfere with their schooling and to conditions which will not interfere with their health and well-being.

The minimum age for employment under the Fair Labour Standards Act is 16 years. The Secretary of Labour may raise the minimum age to 18 in any occupation which he deems to be particularly hazardous. The occupations which have been so designated are: coal mining; manufacture of explosives; operation of power-driven hoisting apparatus; certain occupations in logging and sawmilling; the occupation of motor-vehicle driver and helper; and occupations involving exposure to radio-active substances.

Under the authority of the section of the Act quoted above, the Secretary may lower the minimum age to 14 years, permitting employment of 14- and 15-year-olds only

under conditions which will not interfere with their schooling or impair their health.

In permitted occupations, children 14 and 15 years of age may be employed outside school hours for no more than 3 hours a day, 18 hours a week when school is in session, and 8 hours a day, 40 hours a week when school is not in session. All work must be performed between 7 a.m. and 7 p.m.

"Permitted occupations" are all occupations except manufacturing, mining, operation of hoisting apparatus or power-driven machinery other than office machines, public-messenger services, or occupations declared by the Secretary of Labour to be hazardous for the employment of minors between 16 and 18.

Transportation, warehousing and storage, communications and public utilities and construction were brought under the child labour provisions of the Fair Labour Standards Act by the 1949 Amendment (L.G., 1949, p. 1577), thus making 16 the minimum age, unless the Secretary permitted otherwise. The new regulations, which were effective January 25, provide that office or sales work for 14- and 15-year-olds is permissible in these new fields if it does not involve any duties on trains, motor vehicles, aircraft, vessels or other media of transportation, or at the actual site of construction operations.

UNEMPLOYMENT INSURANCE

Recent Amendments to Unemployment Insurance Act

The most important of the recent amendments provided for the payment of supplementary unemployment insurance benefit during the winter months to persons who had exhausted their benefit right, or who for certain other reasons were not eligible for ordinary benefit.

During the first half of March there were 59,000 applications for supplementary benefit, of which 35,000 were from persons who had not been registered at local offices at the time the program was inaugurated.

Legislation to amend the Unemployment Insurance Act, 1940, was introduced in the House of Commons by Hon. Paul Martin, Acting Minister of Labour, on February 21. It was passed by both Houses of Parliament and received Royal Assent on February 28, 1950.

The main reason for the speedy enactment of this legislation was to provide immediately for the payment of supplementary benefit to persons who had lost their employment during the winter months. The payment of supplementary benefit commenced on March 1, and could be paid up to April 15, 1950. In future years it will be payable only between January 1 and March 31.

Persons Eligible to Receive Supplementary Benefit

The classes entitled to supplementary benefit include:—

(1) persons who normally work in insurable employment but have exhausted their benefit;

(2) persons who have worked in insurable employment for too short a time to qualify for benefit;

(3) persons who have worked in lumbering and logging (except in British Columbia) for at least 90 days in any 12 consecutive month period falling within 18 months prior to February 28, 1950;

(4) persons who have been working in employments that have been brought under the Act too recently for the employees to have accumulated sufficient contribution credits to qualify for ordinary benefit.

In more detail, the classes eligible for supplementary benefit may be defined as follows:—

Class 1.—Persons whose benefit rights under the other provisions of the Act have

become exhausted since the 31st March preceding claim shall be entitled to supplementary benefits during the period January 1 to March 31 in any year for the same number of days to which they were entitled under their last regular benefit year, but not exceeding the number of days in the said period January 1 to March 31.

Class 2.—Persons who do not meet the first statutory condition but who during the period subsequent to the 31st of March in the year previous to making a claim for a supplementary benefit who have made a minimum of 90 daily contributions shall be paid a supplementary benefit for the benefit days arrived at by dividing the number of contribution days by five.

Class 3.—A person who satisfies the Commission that he has worked in lumbering or logging in Canada other than in the British Columbia region within the period of eighteen months preceding the claim, and who has worked in such employment, or other insurable employment for a minimum period of ninety days in any period of twelve months within eighteen months preceding claim, shall be paid supplementary benefit upon the basis of one benefit for every five days so worked, but no benefit will be paid under this provision after March 31, 1951.

Class 4.—A person who satisfies the Commission that he has worked since the 31st of March preceding the claim in an industry which has been made insurable employment in the year preceding the claim, and who has worked in such employment or other insurable employment for a minimum period of ninety days in the period between the preceding 31st of March and the date of claim, shall be paid supplementary benefit upon the basis of one benefit for every five days so worked.

Supplementary
Contribution Rates

The supplementary benefit will be financed in part by an additional contribution of one cent per day paid by each employee working in insurable industry and a similar contribution paid by his employer, with the government contributing one-fifth of the total. The rate of payment of the supplementary benefit will be approximately 80 per cent of regular benefit, and is set out by categories in the amending bill. While the supplementary benefit will become payable immediately to qualified unemployed persons, the new contribution rates will not come into effect until proclaimed, and not before July 1, 1950.

Changes in Coverage

Amendments to the Act provide for bringing additional workers under unemployment insurance coverage. As the Act formerly stood salaried workers on weekly or monthly rates were insured if their earnings were \$3,120 or less per annum. An amendment which will come into effect on proclamation (probably about July 1, 1950), raises the insurable limit for salaried employees from \$3,120 to \$4,800 a year.

Employees paid by the hour, by the day, or by the piece will continue to be insured irrespective of the amount of their earnings, in the same manner as formerly. The Acting Minister informed the House that it was estimated an additional 90,000 persons would be brought under insurance coverage by this amendment.

By Order in Council the government also extended the provisions of the Act to lumbering and logging in all parts of Canada as from April 1, 1950 (P.C. 474, dated February 23, 1950). Authority for this extension was provided some years ago, but it was stipulated that contributions should become payable in particular areas only as the Unemployment Insurance Commission found it feasible to apply unem-

ployment insurance in each area. Hitherto loggers have been insured only in British Columbia, and in the remainder of Canada employees in saw mills and planing mills have been insured only when the mills operated throughout the greater part of the year. From April 1, 1950, the whole lumbering and logging industry will be insured irrespective of the duration of operations.

Changes in Contribution and Benefit Rates

The number of contribution classes has been reduced from nine to six, and payments by employees and by their employers have been equalized throughout all classes. An additional higher class has been created in line with the raising of the ceiling for insurability.

The creation of the new class will, however, not result in payment of higher benefit to persons in that category until July 1, 1951. Maximum benefit payable at present is \$14.40 a week for a single person and \$18.30 a week for a person with a dependant. After July 1, 1951, the maximum for a single person will be \$16.20 a week and for a person with a dependant \$21 a week.

Following are the new rates of contributions and benefits. The contribution table includes the additional cent per day for supplementary benefit. As already stated the new rates of contribution and benefit will become effective on proclamation probably on July 1, 1950. Supplementary benefit became payable March 1, 1950.

Other Changes

Earnings While Drawing Benefit

A further amendment increased the amount which a person receiving unemployment insurance benefit is allowed to earn without losing any benefit. Heretofore the amount could not exceed a daily average of \$1.50. The amendment raised this to \$2, subject to other provisions of the section.

Range of Weekly Earnings	Rate of Contribution		Rate of Benefit	
	Employer	Employee	Person without Dependant	Person with Dependant
	cents	cents	\$ cts.	\$ cts.
Less than \$9.00.....	18	18	4 20	4 80
\$ 9.00 to \$14.99.....	24	24	6 00	7 50
\$15.00 to \$20.99.....	30	30	8 10	10 20
\$21.00 to \$26.99.....	36	36	10 20	12 90
\$27.00 to \$33.99.....	42	42	12 30	15 60
\$34.00 to \$47.99.....	48	48	14 40	18 30
\$48.00 or more.....	54	54	14 40	18 30
	(After July 1, 1951).		16 20	21 00

Non-compensable Days

Another amendment changed the non-compensable day rule. Under the Act as formerly the first day of unemployment in any week was non-compensable unless it followed, or was in a complete week of unemployment. The amendment provides that the first day of unemployment in any period of unemployment will be non-compensable unless it follows a period of employment of three days or less. If a person is working short time the first day of unemployment in any period of unemployment is non-compensable in every case.

Persons Under 16 Years of Age

Prior to amendment the Act made provision for workers under 16 years of age, the entire contribution being made by the employer. Under the Act as amended there will be no such special class and persons under 16 years will pay their own contributions and, after July 1, 1950, will be eligible for benefit.

Contributions Required for Benefit

Still another amendment changed the first statutory condition for receipt of benefit as set forth in Section 28 (1) of the Act. Under the old Act, this condition required that the applicant must have made 180

contributions during the previous two years. This condition remains under the Act as amended; and a new condition is added: that 60 contributions must have been made in the year preceding claim or 45 contributions in the six months preceding claim. These two periods may be extended for the same reasons as the two-year period may be extended under the Act.

Married Women

An amendment to Section 38 of the Act authorizes the Commission to make regulations in regard to the determination of benefit for married women.

Unemployment Insurance Advisory Committee

An increase in the number of members of the Unemployment Insurance Advisory Committee from six to eight has been provided for. It was explained that this amendment was made in order to give added representation to labour. As representation is on a 50-50 basis it would also give another representative to employers. This Committee is charged with the responsibility of reviewing the status of the fund from time to time and recommending to the government any action with respect thereto which it considers appropriate.

Selected Decisions of Umpire Under the Unemployment Insurance Act

The Decision of the Umpire in this Appeal was considered to be of sufficient importance and general interest to warrant its publication in the LABOUR GAZETTE practically in full.

Held that the stoppage of work due to the labour dispute between the East and West Coast Canadian Ship Owners and the Canadian Seamen's Union ceased to exist for the purpose of the Unemployment Insurance Act on August 18, 1949, and that when the claimant filed his renewal application for benefit on June 17, 1949, he proved that he was not subject to disqualification under Section 39 of the Act.—Case No. CU-B. 531 (December 30, 1949).

DECISION:

The claimant, was employed by the Saguenay Terminals Company Limited, Montreal, P.Q., as an oiler on the ss. *Sunrell* from May 19, 1948 to April 19, 1949. Upon termination, his rate of pay was \$175 a month.

On April 22, 1949, he filed an initial application for benefit and stated therein

that he had lost his employment due to "Seamen's strike". In the separation questionnaire, the employer indicated that the claimant had lost his employment because the crew of the ship was on strike.

According to the facts and submissions, the "East and West Coast Canadian Ship Owners", of which the Saguenay Terminals Company Limited is a member, and the Canadian Seamen's Union had a collective agreement which was due to expire on October 15, 1948. This collective agreement applied to all unlicensed personnel with the exception of Cadet Officers, Junior Engineers, Sanitary Engineers, Junior Officers, Electricians and Pursers. The ship owners and the Canadian Seamen's Union started negotiations for a renewal of this agreement but were unable to arrive at a settlement.

A conciliation officer was appointed by the Federal Minister of Labour but he

was unsuccessful in reconciling the differences between the parties concerned. The Minister then appointed a board of conciliation and investigation under the chairmanship of Mr. Justice J. O. Wilson of the Supreme Court of British Columbia which was also unable to effect a settlement. The board's report to the Minister, however, which was made some time in February, 1949, was accompanied by a draft agreement which the board recommended for execution by the ship owners and the union. The draft agreement was acceptable to the ship owners but not to the Canadian Seamen's Union which on March 21, 1949, after the lapse of time prescribed by the law, called a "sit-in" strike on some of the vessels in the port of Halifax in an attempt to prevent the engagement of new crews.

The ship owners took court action and the members of the crews participating in the "sit-in" strike were served with a court order to leave the ships. The ship owners then made an arrangement with the Seafarers International Union (AFL) to man the ships whereupon the Canadian Seamen's Union called a general strike to affect all vessels, at home and abroad, which came within its jurisdiction under the terms of the 1947 bargaining agreement, to be effective at midnight on March 31, 1949.

The ss. *Sunrell* was tied up at the port of Quebec on April 20, 1949, due to the labour dispute and the crew members thereof were served with a court order to leave the ship.

The Insurance Officer disqualified the claimant from the receipt of benefit under Section 39 (1) of the Act, because in his opinion, he had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed, said disqualification to remain in effect for as long as the stoppage of work continued.

On June 17, 1949, the claimant filed a renewal application for benefit and stated therein:—

I have left definitely navigation and the Seamen's Union which is still on strike. I am now registered in my former employment as press operator. I went to two newspapers of Quebec: *l'Appel de Sillery* and *l'Action Catholique* to get employment, and I was told that there was no vacancy. I am free and available for that kind of work.

Irrespective of that statement, the Insurance Officer decided that the disqualification previously imposed upon the claimant was to remain in effect.

From this decision of the Insurance Officer, the claimant, on July 18, 1949,

appealed to a Court of Referees. The Court of Referees heard the case in the City of Quebec, P.Q., on August 8, 1949. The majority of the Court upheld the decision of the Insurance Officer. The dissenting member was of the opinion that the claimant should be considered as having lost all interest in the "strike" as of June 17, 1949, the date on which he stated that he was "ready to work in his former employment as a pressman".

From the decision of the Court of Referees, the claimant on August 16, 1949, appealed to the Umpire.

The claimant's solicitor, Mr. Jean Lesage, M.P., requested an oral hearing which was granted. Mr. Lesage and the Commission's representatives Lt.-Col. H. S. Relph, K.C., Chief Claims Officer and Mr. J. D. Durocher, Insurance Officer, appeared before me in the City of Ottawa, on December 21, 1949.

Both parties submitted ably prepared memoranda supported by oral representations.

I shall deal with the arguments presented in favour of the claimant in the order in which they were submitted to me.

The section of the Act under which this case comes reads as follows:—

- 39 (1) "An insured person shall be disqualified from receiving benefit if he has lost his employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which he was employed unless he has, during the stoppage of work, become *bona fide* employed elsewhere in the occupation which he usually follows, or has become regularly engaged in some other occupation; but this disqualification shall last only so long as the stoppage of work continues.
- (2) An insured person shall not be disqualified under this section if he proves
 - (a) that he is not participating in, or financing or directly interested in the labour dispute which caused the stoppage of work; and
 - (b) that he does not belong to a grade or class of workers of which immediately before the commencement of the stoppage there were members employed at the premises at which the stoppage is taking place any of whom are participating in, financing or directly interested in the dispute.
- (3) Where separate branches of work which are commonly carried on as separate businesses in separate premises are carried on in separate departments on the same premises, each department shall, for the purpose of this section, be deemed to be a separate factory or workshop."

It is not disputed that the claimant on April 20, 1949, lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed.

It was first argued, however, by Mr. Lesage, that in view of the terminology of subsections (1) and (3) of Section 39 there was no justification for the Insurance Officer or the Court of Referees to consider the "situation" outside the limits of the "premises at which the claimant was employed", that is, the ss. *Sunrell*; that it is immaterial to the issue whether, on June 17, 1949, the date on which the claimant filed his claim for benefit, there was on other ships, i.e., at other premises, a stoppage of work due to a labour dispute; that in order to determine cases such as the present one, each ship should be considered as a separate entity and as the ss. *Sunrell* returned to sea shortly after April 20, 1949, there was no longer a stoppage of work, on June 17, 1949, "at the premises at which the claimant was employed", and that therefore, on the latter date he was not subject to disqualification under Section 39 (1) of the Act.

I cannot agree with this contention.

As pointed out by the Commission's representatives, we are confronted with a labour dispute between two collective entities, the Canadian Shipping Federation and the Canadian Seamen's Union. The labour dispute was no more between a captain and his crew than it was between each individual company and the crews of its ships. The stoppage of work therefore, resulting from such a dispute must be considered as a whole and the sailing of a single ship has no bearing on the general "situation".

"The action of the Union executive was that of all members of the Union who have delegated authority and the world-wide strike against an operating company is a world-wide strike of the Union members both individually and collectively."

If a restrictive interpretation as that suggested by the counsel for the claimant were to be placed on Section 39, it would mean that because a ship, which has been tied up due to a strike in the shipping industry, is back to sea with a new crew, the ex-members of the crew are to be relieved from disqualification under Section 39 although they might still perform activities in furtherance of the strike, such as picketing other ships, etc. It is my opinion that Section 39 must be applied in keeping with the intent of the Legislator which was certainly not that a strike be financed by the unemployment insurance fund.

Alternatively the claimant's solicitor contended that, if the "separate premises" argument failed in this case and the whole issue of the labour dispute and the general stoppage of work resulting therefrom must be taken into consideration, the said stoppage of work must be deemed to have ceased immediately the strike was considered ineffective.

Mr. Lesage submitted that according to the figures supplied by the Chief Claims Officer, there were 600 seamen on strike on April 2, 1949 and only 120 on August 13, 1949. Furthermore, he referred to the edition of the *LABOUR GAZETTE*, dated September, 1949, which contains the information that, for all practical purposes, the seamen's strike had collapsed "during July, 1949, when the dockworkers of London, England, voted overwhelmingly to resume work on Canadian flag vessels", and "had ceased to be effective in Canada many weeks before". Consequently, in the opinion of Mr. Lesage, the general stoppage of work had ceased by the time the claimant filed his renewal claim for benefit.

The Chief Claims Officer submitted a letter, dated August 18, 1949, from the Montreal Office of the Commission wherein it is indicated that the Shipping Federation of Canada had informed the said office that there were at that time two ships out of a total of 80 tied up due to the labour dispute. The Chief Claims Officer further submitted a letter from Mr. Harry Davis, President of the Canadian Seamen's Union, in which it is stated that the strike was officially terminated on October 20, 1949.

The question of determining the date on which a stoppage of work is deemed to have ceased to exist is usually not an easy one. However, after having considered the arguments advanced and the various written submissions placed before me, I consider that for the purpose of the Unemployment Insurance Act, it is reasonable to conclude that, in spite of the fact that the dispute was still in existence, there was, on August 18, 1949, such a substantial resumption of work that a termination of the stoppage of work can be deemed to have taken place on that date.

The counsel for the claimant finally contended that as subsection (2) of Section 39 of the Act is written in the present tense, the claimant's status should have been considered as of the date he filed his renewal claim for benefit and not as of the date he lost his employment due to the stoppage of work.

According to Mr. Lesage, the claimant, on June 17, 1949, was in a position to establish that he had lost all interest, if he ever

had any, in the labour dispute which caused his unemployment and that therefore, he was entitled to benefit. In support of this contention, he quoted a decision of the British Empire (Case No. 1884/1926—(BU-662)). He pointed out that the claimant, who is only 22 years of age, is a qualified pressman and had worked in that trade for at least three years prior to 1948. In 1948, he was laid off due to a recession in the trade. Being unemployed, he decided to take work on a ship and after ten months at sea, lost that employment due to the labour dispute. On June 17, he registered in his trade as a pressman, stating emphatically that he had severed all ties with the CSU, had left "navigation for good" and wanted now to obtain work in this trade.

In substantiation of the claimant's good faith, the solicitor submitted a letter from the claimant to the effect that he had found work in his trade, in a printing office in Montreal, at the beginning of October, 1949.

After having carefully considered the solicitor's last contention, I agree with the interpretation he places on subsection (2) of Section 39 of the Act. However, it must be borne in mind that the requirements of both paragraphs (a) and (b) of that subsection must be met before there can be relief from the indefinite disqualification prescribed in subsection (1) of the said section.

Not only must a claimant show that he is not participating in, or financing or directly interested in the labour dispute which caused the stoppage of work but he must also show that he does not belong to any grade or class of workers "of which

immediately before the commencement of the stoppage there were members employed at the premises at which the stoppage is taking place any of whom are participating in, financing or directly interested in the dispute". In order to fulfil those three last conditions, he must establish that the employment he lost on account of the stoppage of work had only been taken by him, outside of his own grade or class, as a temporary measure, that he has no intention of resuming that temporary employment at the conclusion of the stoppage of work but that he definitely intends to return to his regular grade or class. There is no doubt that the statutory authorities have to be particularly careful when applying the present interpretation of subsection (2) of Section 39 and that they must be satisfied that the claimant is acting in good faith.

On the evidence before me, I consider that in this case, the claimant meets the requirements stated in the preceding paragraph and that therefore, he was not subject to disqualification under Section 39 of the Act on June 17, 1949, the date on which he filed his claim for benefit.

The decision I have herein rendered on the general issue of the case, that is, as to the general character of the labour dispute and the stoppage of work resulting therefrom as well as to the date of the cessation of that stoppage, will apply to other cases which are before me, pertaining to the same dispute.

ALFRED SAVARD,
Umpire.

Dated at Ottawa, Ont., this 30th day of December, 1949.

Unemployment Insurance Statistics January, 1950

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act stated that during the month of January, 1950, 196,624 (196,230 excluding Newfoundland) claims for Unemployment Insurance benefit were filed in local offices of the Unemployment Insurance Commission, as compared to 140,305 in January, 1949 and 150,480 (150,358 excluding Newfoundland) for December, 1949. Initial and renewal claims which provide a measure of new cases of unemployment rose from 126,649 in January, 1949 and 139,406 (139,295 excluding Newfoundland) in December, 1949 to 182,053 (181,686 excluding Newfoundland) in January, 1950. The increase in new cases of unemployment between January, 1950 and the same period in 1949 in percentage terms amounted to almost 43 per cent.

The number of persons on the live unemployment register on the last working day of the month provides an indication of the volume of unemployment among insured persons at a particular time. On the last working day of January, 1950 ordinary claimants on the live unemployment register numbered 297,238 (296,992 excluding Newfoundland) as compared to 197,675 for January, 1949 and 222,064 (221,961 excluding Newfoundland) for December, 1949. Other claimants, that is, mainly claimants working on short time numbered 15,935 on the last day of January, 1950, 20,846, on the last working day of December, 1949 and 5,742 on the last working day of January, 1949. No claimants of this type were registered in Newfoundland.

Persons on the live unemployment register by number of days continuously on the

register indicates duration of unemployment among benefit claimants. Further, the number signing the register for seven days or more provides a rough measure of beneficiaries during the month. For example, of a total of 313,173 persons on the live register as at January 31, 1950, 241,292 or 77 per cent were on the register for seven days or more.

The disposition of claims and reasons for non-entitlement to benefit are shown in Tables E-4 and E-5 respectively. During January, 190,544 claims were handled at adjudicating centres; 157,483 were allowed, 31,039 were disallowed and disqualified, 3,108 special requests were refused and in addition 914 claims were referred to Courts of Referees and the Umpire. Chief reasons for non-entitlement to benefit in order of number of cases were: "insufficient contributions while in insurable employment" 18,524 cases; "voluntarily left without just cause" 3,570 cases; "not unemployed" 3,483 cases; "discharged for misconduct" 914 cases.

In Table E-6 is shown the number of persons commencing the receipt of benefit on initial and renewal claims. For January, 1950 persons in this category totalled 132,619 (132,546 excluding Newfoundland) as compared to 92,713 in January, 1949.

Table E-6 shows also the number of days' benefit paid and the amount of benefit paid. In January, 1950, in respect of 4,925,381

days, \$11,781,142 were paid (4,922,520 days and \$11,773,540 excluding Newfoundland) as compared to 3,056,418 and \$6,727,221 in January, 1949.

The number of persons receiving benefit by province for the week of January 28 to February 3 inclusive is shown in Table E-6. This Table shows that during this period 218,963 persons received benefit for 1,334,062 days in respect of which \$3,204,118 were paid as compared to 125,225 persons, 716,194 days and \$1,681,780 for the week of December 10 to 16 inclusive. The average amount and duration of benefit paid for the week of January 28 to February 3 was \$14.63 and 6.1 days respectively as compared to \$13.43 and 5.7 days respectively for the week ending December 10 to December 16, 1949.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending January 31, 1950, showed 3,764,042 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 44,799 since December 31, 1949.

As at January 31, 1950, 225,345 employers were registered representing an increase of 446 since December 31, 1949.

WAGE RATES, HOURS AND WORKING CONDITIONS IN THE RUBBER PRODUCTS INDUSTRY, OCTOBER, 1948*

Thirty-five establishments employing 16,500 plant workers were used in this analysis of the Rubber Products Industry. Average hourly wage rates increased 12.4 per cent in 1948. The five-day week was reported by 21 establishments employing 65 per cent of the workers. Most of the workers were covered by written collective agreements. Time and one-half was the most common overtime rate, except for work on statutory holidays when double time was predominant. All workers received an initial paid vacation of one week after a year or less of employment and most received a second week after five years. All establishments observed at least four statutory holidays. The common wage differential for shift work was three cents an hour for those on the second shift and five cents an hour for those on the third shift.

The rubber industry of Canada, which is engaged in the manufacture of rubber tires and tubes, rubber footwear and other rubber goods, is of considerable importance in the industrial structure of the country. Canada now ranks among the leading countries of the world as a manufacturer of rubber goods. The industry contributes materially to the export trade of Canada.

The rubber industry is practically confined to the Provinces of Ontario and Quebec. The General Manufacturers Section of the Dominion Bureau of Statistics reports¹ that in 1947 the plants in Ontario employed almost 72 per cent of the persons engaged in this industry and produced over 82 per cent of the entire output, while 28 per cent of total employment and 17 per cent of production was in the Province of Quebec. Employment in the eight plants in the other provinces was relatively small.

The 35 establishments used in this analysis of the Rubber Products Industry do not include the few plants primarily engaged in the manufacture of synthetic rubber. The 35 establishments, located in Ontario and Quebec, employed some 16,500 plant and 2,800 office workers during the last pay period preceding October 1, 1948 (Table I). The 22 plants in Ontario employed 72 per cent of the plant workers covered in this survey. The Dominion Bureau of Statistics report referred to indicates that there were about 19,500 wage-earners in the rubber industry in 1947. The index number of employment² for 1948, however, shows a decline of 6.6 per cent from 1947.

Seven of the 35 plants for which returns were analysed, employing more than 1,000 workers each, accounted for 56 per cent of the total number of plant workers, while 22 plants, employing not more than 500 workers, accounted for just 18 per cent of the plant workers. Twenty-seven per cent of the plant employees were women.

Wage Rates.—The index number of wage rates in the Rubber Products Industry increased 12.4 per cent in 1948 to a high of 113.7 per cent over the base year, 1939. The largest annual increase occurred in 1946 following the relaxation of wartime controls over wages.

* The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Economics and Research Branch of the Department of Labour. Employers were asked to report their straight-time wage or salary rates or the average straight-time earnings for workers on piece work for the last pay period preceding October 1, as well as certain working conditions within their establishments.

Information on wage rates for 1948 in Logging and Construction was published in the *LABOUR GAZETTE* for April, 1949, and for Civic Employees in the May issue. Information on other industries for 1948 along the line of this present article has been published monthly since June, 1949.

For a summary of provincial legislation on working conditions see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

¹ *Report on the Rubber Industry in Canada, 1947*, Dominion Bureau of Statistics, Ottawa, 1949.

² *Annual Review of Employment and Payrolls in Canada, 1948*, Dominion Bureau of Statistics, Ottawa, 1949.



Year	Wage Rate Index	Annual Percentage Increase
1939.....	100.0	—
1940.....	102.1	2.1
1941.....	117.1	14.7
1942.....	127.1	8.5
1943.....	134.4	5.7
1944.....	139.8	4.0
1945.....	143.4	2.6
1946.....	167.7	16.9
1947.....	190.1	13.4
1948.....	213.7	12.4

The average hourly wage rates of 31 selected occupations in the three divisions of the Rubber Products Industry ranged from \$1.39 per hour for Curers in the Rubber Tires and Tubes Industry to 69 cents per hour for Female Inspectors in the manufacture of Other Rubber Products. Detailed information on wage rates for representative occupations in each of the divisions of the rubber industry can be obtained from the *Annual Report on Wage Rates and Hours of Labour in Canada, October, 1948*, issued by the Department as a supplement to the *LABOUR GAZETTE*, November, 1949.

Although there have been substantial increases in wage rates over the past few years, there have been no significant changes in the hours and working conditions since the last report for the industry was published for the year 1946.³ There was, however, a slight decrease in the standard hours and an increase in the number of establishments on a five-day week. There was also some improvement in the length of vacation with pay.

Standard Weekly Hours, Table II.—Standard hours of work in this industry varied from 40 to 55 per week, with the largest number of employees working 45 hours. In Quebec the standard weekly hours ranged from 45 to 55, mainly 45 and 50, while in Ontario the standard hours ranged from 40 to 50 per week, with most of the employees working 45 and 48 hours.

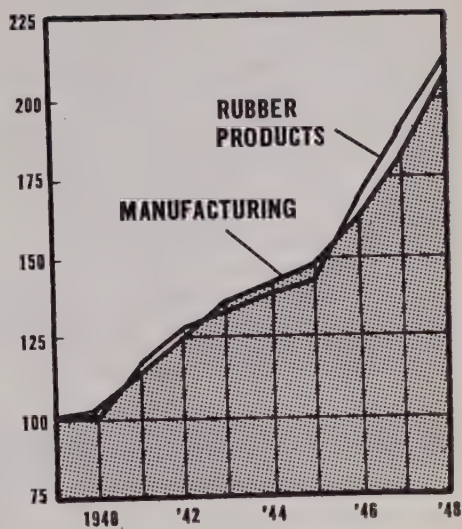
The five-day week was reported by 21 establishments employing 10,780 plant workers. Thirteen of these establishments,

³ "Wage Rates, Hours and Working Conditions in the Rubber Products Industry" for 1946, the *LABOUR GAZETTE*, August, 1947.

The manufacture of tires and tubes, and rubber footwear comprise two of the major divisions of the rubber products industry in Canada. Wage rates for inspectors in these divisions of the industry (shown at left) averaged \$1.28 and \$1 respectively in 1948.

INDEX NUMBERS OF WAGE RATES

(Base: 1939=100)



having 6,900 workers, were located in Ontario, while the remainder, employing some 3,880 workers, were situated in Quebec. The largest number of these workers were on a 45-hour week.

Most of the establishments reporting work on the sixth day were operating only half-day on Saturday. In Quebec, those establishments reporting a six-day week had a standard work week of from 48 to 55 hours, while in Ontario the plants reporting work on the sixth day had a work week ranging from 44 to 50 hours.

Since 1946, the average standard hours decreased from 48.6 to 45.1 per week, a reduction of 7.2 per cent. A larger proportion of establishments reported operating on a five-day week in 1948 than in 1946.

Collective Agreements.—Twenty-four of the plants reported having a total of 13,770 workers covered by written collective agreements. The United Rubber, Cork, Linoleum and Plastic Workers of America (CIO-CCL) represented some 9,000 of these workers and local unions directly chartered by the Trades and Labour Congress represented about 3,000. The remaining workers under collective agreement were represented by other unions and associations of employees.

Overtime Rates of Pay, Table III.—Time and one-half was the predominant rate of pay for overtime work in the rubber industry, except for work on statutory holidays. Twenty-eight establishments, employing about 15,800 plant workers, reported paying this rate after either specified daily

or weekly hours had been worked, and all but three of these reported paying time and one-half for work on Sundays.

Double time for work on statutory holidays was reported by 15 establishments employing some 11,500 workers.

There was little change from 1946 in the overtime rates of pay, although there was a tendency for more establishments to pay double time for work on statutory holidays.

Vacations with Pay, Table IV.—Annual holidays with pay for most workers are provided by statute in Ontario and under statutory authority in the Province of Quebec. A worker is entitled to one week's holiday with pay after a year of employment. If a worker has worked less than a year, he is entitled, in Quebec, to a half-

day for each calendar month of employment. If he terminates his employment during a working year, he is entitled to holiday pay at the rate of two per cent of earnings. In Ontario the worker must have been employed for upwards of three months before becoming eligible for holiday pay.

Nine establishments did not report granting more than one week's vacation with pay. The remainder, employing almost 16,000 workers, paid for two weeks' vacation, mainly after five years of employment. Of this latter group, three establishments having 2,940 employees, reported paying for three weeks' vacation after 20 years of employment.

Since 1946 the trend has been for more establishments to give a maximum vacation

TABLE 1.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE RUBBER PRODUCTS INDUSTRY, OCTOBER, 1948

	Canada	Quebec	Ontario
Number of Establishments.....	35	13	22
Number of Employees.....	19,299	5,274	14,025
Plant Workers:			
Male.....	12,053	2,975	9,078
Female.....	4,429	1,614	2,815
Total Plant Workers.....	16,482	4,589	11,893
Office Workers.....	2,817	685	2,132

TABLE 2.—STANDARD WEEKLY HOURS FOR PLANT WORKERS IN THE RUBBER PRODUCTS INDUSTRY, 1948

Standard Weekly Hours	Canada		Quebec		Ontario	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
<i>On a Five-Day Week</i>						
40.....	4	2,435			4	2,435
45.....	10	6,268	3	2,705	7	3,563
48.....	3	1,013	1	108	2	905
50.....	4	1,070	4	1,070		
Total.....	21	10,786	8	3,883	13	6,903
<i>On a Six-Day Week</i>						
44.....	1	1,373			1	1,373
45.....	1	575			1	575
48.....	8	2,008	2	123	6	1,885
50.....	3	1,258	2	101	1	1,157
55.....	1	482	1	482		
Total.....	14	5,696	5	706	9	4,990
<i>Total</i>						
40.....	4	2,435			4	2,435
44.....	1	1,373			1	1,373
45.....	11	6,843	3	2,705	8	4,138
48.....	11	3,021	3	231	8	2,790
50.....	7	2,328	6	1,171	1	1,157
55.....	1	482	1	482		
Total.....	35	16,482	13	4,589	22	11,893

TABLE 3.—OVERTIME RATES OF PAY FOR PLANT WORKERS IN THE RUBBER PRODUCTS INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sundays		Statutory Holidays	
	Monday to Saturday							
	Plants	Work-ers	Plants	Work-ers	Plants	Work-ers	Plants	Work-ers
Total Plants and Workers.....	22	12,214	13	4,268	35	16,482	35	16,482
<i>Time and One-Quarter</i> Canada (Ontario Only).....			2	54	2	54	1	6
<i>Time and One-Half</i> Canada.....	17	11,578	11	4,214	23	14,280	(1) 13	4,667
Quebec.....	8	3,721	4	386	9	3,962	9	3,771
Ontario.....	9	7,857	7	3,828	14	10,318	4	896
<i>Double Time</i> Canada.....					3	427	(2) 15	11,464
Quebec.....					2	101	4	818
Ontario.....					1	326	11	10,646
<i>No Premium Pay</i> (3) Canada.....	5	636			7	1,721	6	345

(1) One plant paid double time and another paid double time and one-half for three of the statutory holidays observed.

(2) One plant paid regular rates for two of the statutory holidays observed, and three paid time and one-half for one or two of the holidays observed.

(3) Includes factories paying straight time or not reporting overtime policy.

TABLE 4.—VACATIONS WITH PAY FOR PLANT WORKERS IN THE RUBBER PRODUCTS INDUSTRY, 1948

Length of Service Required	Initial Vacation of One Week		Maximum Vacation			
			One Week		Two Weeks	
	Plants	Workers	Plants	Workers	Plants	Workers
<i>Under One Year</i>						
Canada.....	3	342	2	92		
Quebec.....	1	44	1	44		
Ontario.....	2	298	1	48		
<i>One Year</i>						
Canada.....	32	16,140	7	415		
Quebec.....	12	4,545	2	254		
Ontario.....	20	11,595	5	161		
<i>Four Years</i>						
Canada (Ontario Only).....					1	143
<i>Five Years</i>						
Canada.....					(1) 23	15,486
Quebec.....					10	4,291
Ontario.....					13	11,195
<i>Over Five Years</i>						
Canada (Ontario Only).....					2	346
Total.....	35	16,482	9	507	26	15,975

(1) Includes three plants (2,940 workers) providing for three weeks' vacation after 20 years of service.

with pay of two weeks, and for the length of employment required for the second week to be reduced.

Statutory Holidays, Table V.—All establishments included in this analysis of the Rubber Products Industry reported observing from four to fourteen statutory holidays. Only three plants, employing about 300 workers, did not report paying for some of the observed holidays.

Most of the establishments in Quebec observed ten or eleven statutory holidays and paid for three, while most establishments in Ontario observed eight holidays and paid for seven or eight.

Shift Work, Table VI.—Four thousand of the 16,500 plant workers covered in this

study were reported to be on a second or third shift. In two-shift operations, about 730 employees were working the second shift. In three-shift operations, 1,680 employees were reported working the second shift and 1,600 the third.

The most common wage differentials for shift work were three cents per hour for workers on the second shift and five cents per hour for those on the third shift. There was no substantial change in the amounts of the shift differentials from those reported in 1946.

Sick Leave with Pay.—Some form of sick leave with pay for plant employees was reported by only six establishments employing about 4,300 workers.

TABLE 5.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE RUBBER PRODUCTS INDUSTRY, 1948

	Number of Holidays Observed, by Plants							Total Plants	Total Plant Workers
	4 to 6	7	8	9	10	11	14		
Plants Paying for:									
1 Holiday.....			1					1	97
3 Holidays.....	1				2	4	1	8	3,594
4 ".....	1		1					2	242
5 ".....		2						2	717
6 ".....	1		4					5	1,977
7 ".....		1	3	2				6	6,857
8 ".....			7					7	2,683
9 ".....				1				1	7
Total Plants Paying for One or More Holidays....	3	3	16	3	2	4	1	32	16,174
Plants not Paying for Holidays.....	1	1			1			3	308
Total Plants Observing Holidays.....	4	4	16	3	3	4	1	35	16,482

TABLE 6.—WAGE DIFFERENTIAL PAID TO SHIFT WORKERS IN THE RUBBER PRODUCTS INDUSTRY, OCTOBER, 1948

Wage Differential	Two-Shift Operation	Three-Shift Operation		Total Workers
	2nd Shift	2nd Shift	3rd Shift	
Total Number of Plant Workers.....	729	1,684	1,607	4,020
<i>No Differential</i>				
Canada (Quebec only).....	75	58	34	167
<i>Three and Four Cents per Hour</i>				
Canada (Ontario only).....	282	1,616	69	1,967
<i>Five Cents per Hour</i>				
Canada.....	307	10	1,479	1,796
Quebec.....	233			233
Ontario.....	74	10	1,479	1,563
<i>Ten Per Cent</i>				
Canada (Quebec only).....	65			65
<i>Fifteen Per Cent</i>				
Canada (Quebec only).....			25	25

WAGE RATES IN THE CONSTRUCTION INDUSTRY, 1949

The index of wage rates in the construction industry is 184.2 as of October 1, 1949, using average rates in 1939 as a base of 100. This is an average rise of approximately 4.5 per cent over the rates in effect on the same date in 1948 and, as indicated by the index, an increase of 84.2 per cent since 1939.

The information given in Tables 2 and 3, showing index numbers of wage rates since 1939, is based on data from 29 of the principal industrial cities. In Table 1, average hourly wage rates for 13 additional cities are shown for the year 1949 but index numbers for these cities have not been calculated.

On an area basis, the greatest increases in construction wage rates since 1939 have occurred in New Brunswick and British Columbia, where changes have slightly exceeded 90 per cent. Rates in Manitoba, on the other hand, have risen less than 65 per cent. Increases of roughly 75 per cent have taken place in Alberta, Nova Scotia and Prince Edward Island, while the overall increases in Saskatchewan, Ontario and Quebec have amounted to approximately 85 per cent.

During the year following October 1, 1948, construction wage rates rose from 4 to 6 per cent in all the provinces with the exception of Quebec, Nova Scotia and Prince Edward Island, where the increases were somewhat less.

Wider variations are found in the percentage increases since 1939 in the cities which are used in the calculation of the index of wage rates. Port Arthur, Fort William and Belleville rates all increased roughly 105 per cent during this period while those for Ottawa, Winnipeg, Edmonton and Kingston rose only about 60 to 65 per cent.

In comparing these percentage increases it should be kept in mind that they are to a large extent dependent on the level of wage rates in 1939. The cities which experienced the greatest percentage increases had, on the whole, the lowest construction wage rates while those cities in which the smallest percentage increases were recorded had, on the average, the highest construction wage rates in 1939.

The percentage increases that have occurred during the past year do not bear the same relationship to one another as do the longer run increases since 1939. The largest increases occurred in Brandon and Victoria with advances of about 11 per cent, followed closely by Port Arthur, Fort William and Peterborough with increases of approximately 9 per cent over 1948 rates. Several other cities, on the other hand, maintained fairly stable rates. In Charlottetown, Halifax, Moncton, and Kingston the changes amounted to less than 1 per cent and in Montreal, Ottawa, Brantford and Vancouver the increases were less than 3 per cent.

For the decade from 1939 to 1949 the percentage increases in wage rates for the skilled trades were similar, averaging about 80 per cent. In comparison with the skilled trades, labourers, although having a lower average wage rate, obtained increases of slightly over 100 per cent.

Although the increases over the decade since 1939 have been strikingly uniform for the various occupations, differences have occurred in the year to year changes in wage rates. During 1949, the wage rates for most trades increased from 3 to 4 per cent while painters and plumbers received increases ranging between 6 and 7 per cent. In contrast to the more rapid increase over the ten-year period, the rates for labourers advanced only 3 per cent during 1949.

For the skilled construction trades, wage rates in Canada for the year 1939 ranged from a low of 40 to 50 cents an hour for painters in Peterborough to \$1.15 an hour for bricklayers and electricians in Windsor. By 1948 the lowest rate reported was 75 cents an hour for sheet metal workers in Charlottetown with a high of \$1.80 an hour for plasterers in Toronto. The figures for 1949 shown in Table 1 show a range of from 75 cents an hour to \$1.90 an hour for the same two occupations and cities.

For labourers in 1939 the range was from 30 to 35 cents an hour in Charlottetown and Moncton to 55 cents an hour in Windsor. By 1948, the range was from 55 cents an hour in Charlottetown to \$1 an hour in Vancouver, Victoria and Windsor and in 1949 the 1948 range applied but with the low in Charlottetown and the high in Vancouver, Victoria and Prince Rupert.

**TABLE 1.—WAGE RATES IN THE CONSTRUCTION INDUSTRY,
OCTOBER 1, 1949**

Locality	Average Wage Rate per Hour							
	Brick- layers and Masons	Carpen- ters	Electri- cians	Painters	Plasterers	Plumbers	Sheet Metal Workers	Labourers
	\$	\$	\$	\$	\$	\$	\$	\$
<i>Prince Edward Island—</i>								
Charlottetown.....	1.25	.85	.85	.80	1.25	.85	.75	.55
<i>Nova Scotia—</i>								
Halifax.....	1.44	1.23	1.33	1.07	1.35	1.30	1.13	.81
Sydney.....	1.50	1.35	1.25	1.15	1.45	1.25	1.10	.85
<i>New Brunswick—</i>								
Fredericton.....	1.45	1.00	.85	.75	1.25	1.00	.80	.60
Moncton.....	1.35	1.10	.95	.90	1.20	1.15	.85	.65
Saint John.....	1.45	1.10	1.10	1.00	1.35	1.25	1.00	.65
<i>Quebec—</i>								
Chicoutimi.....	1.20	1.10	1.05	1.00	1.20	1.00	1.00	.85
Drummondville.....	1.15	.95	.90	.85	1.15	.95	.95	.75
Hull.....	1.25	1.15	1.05	1.10	1.15	1.55	1.10	.70
Montreal.....	1.60—1.75	1.25	1.35	1.25	1.50	1.55	1.25	.80
Quebec.....	1.50	1.10	1.10	1.05	1.50	1.10	1.10	.75
St. Hyacinthe.....	1.10	.95	.95	.85	1.10	1.00	.95	.70
Sherbrooke.....	1.20	1.00	.95	.90	1.20	1.10	1.10	.80
Thetford-Mines.....	1.15	1.05	1.00	1.00	1.15	1.00	1.00	.75
Trois Rivières.....	1.25	1.05	1.05	.95	1.25	1.05	1.05	.75
<i>Ontario—</i>								
Belleville.....	1.65	1.25	1.10	1.00	1.65	1.40	1.40	.70
Brantford.....	1.50	1.30	1.15	1.00	1.30	1.45	.95	.85
Fort William.....	1.62	1.46	1.45	1.10	1.65	1.45	1.40	.90
Guelph.....	1.50	1.20	1.05	1.00	1.30	1.40	1.00	.85
Hamilton.....	1.70	1.60	1.55	1.20	1.70	1.60	1.45	.90
Kingston.....	1.50	1.33	1.35	1.15	1.35	1.30	1.15	.75
Kitchener.....	1.50	1.25	1.20	1.00	1.50	1.50	1.15	.90
London.....	1.75	1.45	1.55	.95	1.70	1.55	1.31	.80
Ottawa.....	1.55	1.30	1.30	1.10	1.50	1.60	1.47	.75
Peterborough.....	1.60	1.20	1.00	1.00	1.50	1.25	1.25	.80
Port Arthur.....	1.62	1.46	1.45	1.10	1.65	1.45	1.40	.90
St. Catharines.....	1.50	1.45	1.20	1.00	1.40	1.50	1.40	.80
Toronto.....	1.80	1.60	1.75	1.35	1.90	1.75	1.65	.95
Windsor.....	1.65	1.60	1.75	1.25	1.65	1.75	1.60	.90
<i>Manitoba—</i>								
Brandon.....	1.45	1.25	1.25	1.15	1.45	1.30	1.05	.70
Winnipeg.....	1.60	1.40	1.40	1.20	1.60	1.55	1.10	.75
<i>Saskatchewan—</i>								
Moose Jaw.....	1.71	1.36	1.10	1.10	1.50	1.35	1.20	.75
Prince Albert.....	1.45	1.30	1.05	.80	1.25	1.25	1.20	.70
Regina.....	1.71	1.42	1.45	1.17	1.66	1.50	1.27	.85
Saskatoon.....	1.60	1.39	1.30	1.00	1.50	1.45	1.10	.85
<i>Alberta—</i>								
Calgary.....	1.80	1.47	1.50	1.30	1.75	1.55	1.50	.85
Edmonton.....	1.80	1.47½	1.60	1.25	1.85	1.60	1.55	.95
Medicine Hat.....	1.45	1.32	1.20	.90	1.25	1.25	1.05	.75
Lethbridge.....	1.75	1.45	1.20	1.00	1.50	1.40	1.10	.80
<i>British Columbia—</i>								
Prince Rupert.....	1.50	1.55	1.50	1.25	1.50	1.60	1.35	1.00
Vancouver.....	1.80	1.60	1.70	1.40	1.75	1.70	1.65	1.00
Victoria.....	1.75	1.55	1.60	1.30	1.62½	1.65	1.58	1.00

TABLE 2.—INDEX NUMBERS OF WAGE RATES IN THE CONSTRUCTION INDUSTRY IN CANADA, BY OCCUPATION, 1939-1949

Average Rates in 1939=100

Occupation	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949
Bricklayers.....	103.6	109.4	112.9	118.9	120.4	122.4	134.0	154.1	172.7	178.0
Carpenters.....	105.1	112.9	119.2	127.6	129.0	131.4	144.4	156.4	176.1	182.7
Electricians.....	107.0	112.3	118.0	125.5	126.3	129.0	141.9	148.6	171.7	179.2
Painters.....	104.5	111.0	117.1	127.9	129.3	131.4	143.1	150.8	172.4	183.7
Plasterers.....	105.7	110.7	113.6	121.3	122.6	125.7	136.1	150.0	178.1	184.5
Plumbers.....	104.4	113.1	118.4	122.9	123.6	124.9	137.0	148.4	171.3	182.2
Labourers.....	104.8	108.4	125.4	142.6	148.1	150.5	160.0	173.7	197.4	203.6

TABLE 3.—INDEX NUMBERS OF WAGE RATES IN THE CONSTRUCTION INDUSTRY IN CANADA, 1939-1949

Average Rates in 1939=100

Province and City	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949
<i>Prince Edward Island—</i>										
Charlottetown.....	100.7	110.0	112.8	130.2	134.9	135.0	149.6	164.4	175.7	175.9
<i>Nova Scotia—</i>										
Halifax.....	102.7	114.6	117.1	123.6	132.4	132.3	146.6	155.1	172.8	172.9
Sydney.....	108.0	108.8	115.6	121.2	127.3	126.2	137.0	140.1	166.1	176.9
<i>New Brunswick—</i>										
Moncton.....	101.5	115.4	127.0	135.5	139.8	142.1	162.5	172.0	196.6	198.3
Saint John.....	107.3	120.2	116.0	136.0	142.3	142.8	153.9	165.9	178.8	192.1
<i>Quebec—</i>										
Montreal.....	109.0	115.0	123.0	133.8	133.8	135.3	149.3	152.4	182.7	187.3
Quebec.....	104.0	112.1	121.0	138.5	138.5	138.5	153.5	156.9	176.7	191.9
<i>Ontario—</i>										
Belleville.....	107.8	110.5	111.8	136.8	139.7	139.7	145.8	161.6	194.2	203.4
Brantford.....	99.7	107.8	119.3	127.5	129.9	131.4	136.7	155.2	177.9	181.9
Fort William.....					134.4	137.9	147.7	167.6	188.6	205.1
Guelph.....	101.0	101.8	105.9	126.1	129.7	138.8	147.9	161.6	175.3	187.0
Hamilton.....	105.6	116.0	121.4	130.6	133.8	136.3	149.4	161.6	185.0	196.6
Kingston.....	105.1	112.0	113.5	120.7	123.2	122.6	133.7	150.5	166.5	166.4
Kitchener.....	100.3	102.6	112.4	129.6	132.1	138.0	146.3	165.1	185.0	196.4
London.....	104.0	114.3	119.1	125.6	127.8	130.1	148.4	165.7	182.1	193.5
Ottawa.....	101.0	108.0	109.1	116.4	118.0	118.0	127.1	140.0	157.0	159.4
Peterborough.....	102.6	110.4	120.0	129.1	133.7	135.9	147.3	157.7	177.5	193.0
Port Arthur.....	101.9				134.2	138.4	147.8	167.8	188.8	205.3
St. Catharines.....	105.5	116.9	122.1	129.4	134.7	137.3	144.7	164.2	180.2	188.1
Toronto.....	105.7	122.9	116.9	121.3	123.6	126.7	136.8	154.4	171.0	182.8
Windsor.....	100.6	109.2	113.6	120.3	122.4	127.2	134.2	148.1	164.5	170.9
<i>Manitoba—</i>										
Brandon.....	100.4	113.1	119.4	120.1	121.1	129.4	142.4	155.9	157.3	175.3
Winnipeg.....	100.5	109.9	115.3	117.0	118.1	123.9	134.8	147.0	157.0	163.3
<i>Saskatchewan—</i>										
Regina.....	100.7	113.6	117.7	120.7	122.4	122.8	132.9	153.6	172.4	181.2
Saskatoon.....	100.6	103.0	112.9	122.0	122.3	137.3	138.7	166.4	188.1	196.1
<i>Alberta—</i>										
Calgary.....	108.9	114.2	117.3	122.5	123.6	125.0	133.4	147.3	169.1	179.6
Edmonton.....	100.3	104.0	109.6	114.5	115.7	116.6	126.2	139.7	157.3	166.4
<i>British Columbia—</i>										
Vancouver.....	100.3	106.3	118.9	131.8	132.7	132.6	148.7	166.4	185.4	190.3
Victoria.....	104.8	111.1	120.7	135.8	139.9	140.4	153.0	173.6	178.6	198.4
Canada.....	104.5	111.6	118.6	127.7	129.6	131.1	143.9	155.0	176.3	184.2

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

EMPLOYMENT CONDITIONS DURING FEBRUARY, 1950

Unemployment began to decline during the latter part of February. The fishing industry reported poor catches this winter and consequently reduced earnings for fishermen. Wages in manufacturing continued to rise but farm help was being offered lower pay this year. British Columbia showed rapid gains in employment but improvement was slow in the Maritimes. Supplementary benefits will now be paid to various classes of workers who are not in receipt of unemployment insurance benefits.

Employment conditions throughout most of Canada showed improvement by the end of February. Applicants at employment offices had fallen from the peak of 380,900 at February 9 to 375,900 at March 2. A slight increase had occurred in the last week but this was entirely due to new registrations for supplementary benefits. About 3,000 of these new applicants were registered at March 2.

The decline in unemployment began in British Columbia. As the unusual snow conditions disappeared, large numbers resumed work in the logging, construction and sawmill industries. With the gradual increase in manufacturing activity, employment conditions in the Ontario region started to improve. Heavy snowfalls, too, tended to open up jobs in Eastern Canada, although mostly of a casual nature.

Most of the seasonal expansion, however, will not be under way until later in March and early April. By that time, farmers, contractors and other employers will be getting ready for spring and summer work. Employment in construction is expected to equal last year's level and this should enable most of the unemployed workers to obtain jobs quickly when the weather changes. It is probable, however, that some unemployment may remain in a few areas during the coming year.

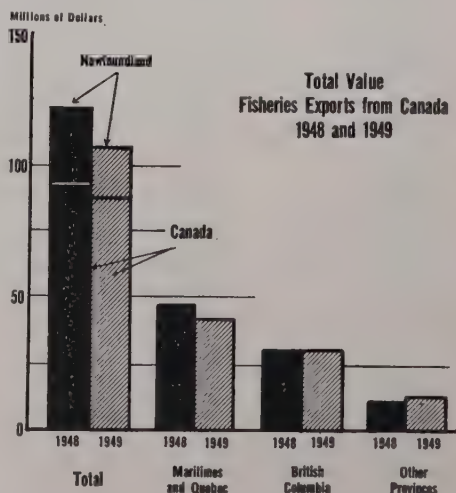
Industrial Analysis

Wages offered **agricultural** workers this winter have been below 1949 levels, according to the Dominion Bureau of Statistics quarterly report on farm wage rates at January 15. This downward movement continued a trend which became apparent

in some areas last summer and which was now common to all provinces. Wage rates continued to be highest in British Columbia. The Canada average stood at \$98.55 at January 15, 1950 as compared with \$104.45 one year before.

It is estimated that there are approximately 100,000 persons working as paid workers in agriculture in the slack winter season. Labour market activity in this group was very light, although there has been some demand for experienced hands for dairy farms this winter.

The main problem in the **fishing** industry at present is the possible loss of export markets, in which 65 per cent of total production is sold. So far, there has been no major drop in sales, but the immediate future is uncertain in view of international trade restrictions and currency revisions. The Federal government, in conjunction



with the industry, is therefore endeavouring to improve marketing opportunities, both at home and abroad.

During February, reports from the Maritimes indicate that this year's smelt catch was below normal but markets and prices remained steady. Better landings were reported by the fresh fishing fleet during February but competition with Scandinavian countries in the United States market may force prices down. Stocks of salt dry fish have not been moving as fast this year as previously. In the past five years, inventories have been cleared out by March; this year, sales are not expected to be completed until April.

The Newfoundland herring fishing, which normally provides considerable employment and income during the winter and spring months, has been very poor this year. The market for salt fish improved, however, with contracts from Spain and Portugal, although some concern was felt about the price. Commercial fisheries in Labrador were feeling the effect of competition with Iceland and Norway and earnings were small as trading is done with Mediterranean and West Indies countries where prices are low.

In the British Columbia herring fishery, good catches were reported in southern waters but weather conditions made harvesting difficult in the north. The final record for the season was 182,880 tons which was a good average. In the Victoria area, salmon fishing traps were being readied for the seasonal run, with some demand for help for upcoast operations.

In Eastern Canada **logging**, hauling operations, which were delayed by lack of snow and mild weather early in 1950, got under way during February. With heavy snowfalls, trucks, tractors and teams were able to start moving the logs to the mills and dumps. There was an increase in labour requirements for teamsters and loaders for this type of work, with a few vacancies for cutters and peelers still reported. Generally, the supply of labour available exceeded demand, as has been true of the entire logging season. However, a few areas, such as Timmins and The Pas, reported labour shortages of skilled men.

Workers in the logging industry were among those benefiting by the recent amendments to the Unemployment Insurance Act. Employees in lumbering and logging in all provinces except British Columbia, where loggers were already insured, are to be covered by unemployment insurance as of April 1, 1950. In addition, provision is made for these workers to immediately qualify for supplementary benefits if they have worked a

total of 90 days in logging or other insured employment during any continuous twelve-month period in the previous year and a half.

In British Columbia, moderation in weather conditions made possible the gradual resumption of work in the west coast logging industry during February, after snow and cold weather had forced an almost complete shutdown. Low-level camps, benefiting from coastal rains, were first to re-open. In eastern and southern interior points, the majority of operators remained closed because of snow conditions which blocked roads. It will be some time before conditions return to normal in the industry but continuous improvement in the employment situation was expected until the seasonal slump in the Fall.

New collective bargaining agreements were signed in two important sections of the **mining** industry in the first two months of 1950. In the western coal mining industry, a two-year agreement affecting some 5,000 miners was signed by the United Mine Workers (CCL) and the Western Canada Bituminous Coal Operators Association. Under the new contract, wages will remain at approximately the same level as last year. Miners were currently paid a wage varying from \$10.07 per day for labour, motormen and other classifications, to \$11.27 for power house engineers. Contract miners, who work on a tonnage basis, were guaranteed a daily minimum of \$10.95.

In the asbestos mining industry in Quebec, a new agreement was reached in January after a bitter four-month strike in 1949 and several months reference to provincial arbitration. The miners will continue to receive 10 cents an hour more than the pre-strike wage level and, in addition, will receive a cost-of-living bonus, 40 cents weekly for each point rise in the cost-of-living index, retroactive to January 1, 1949.

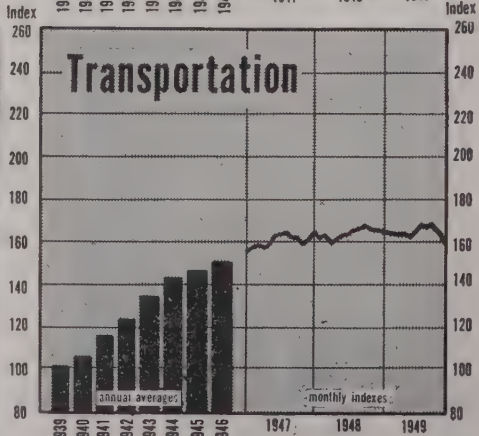
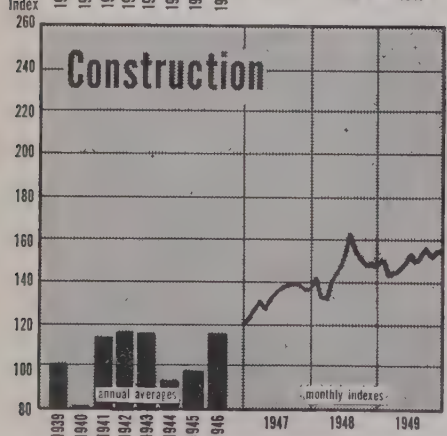
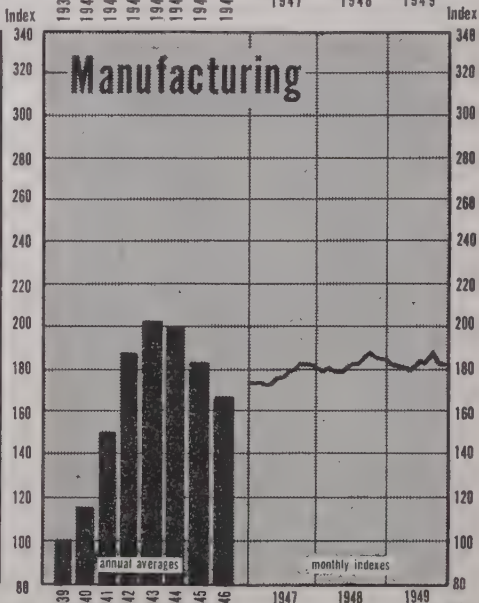
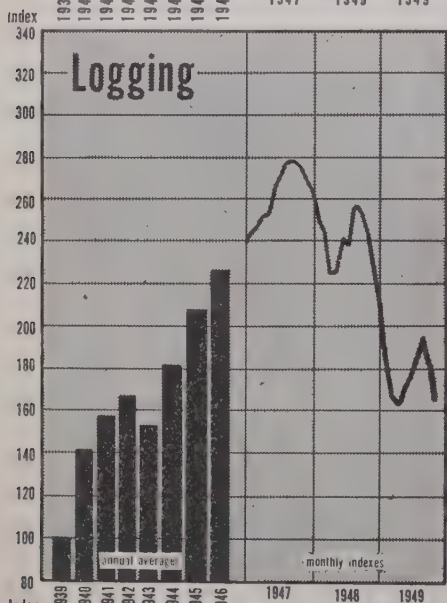
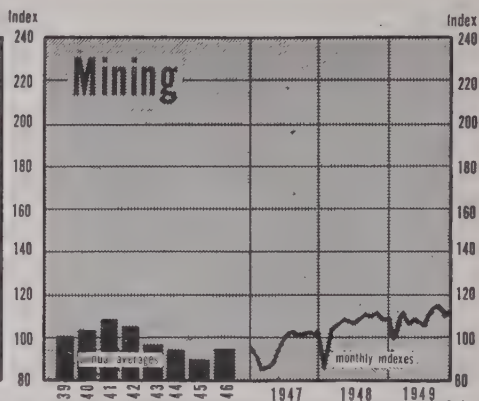
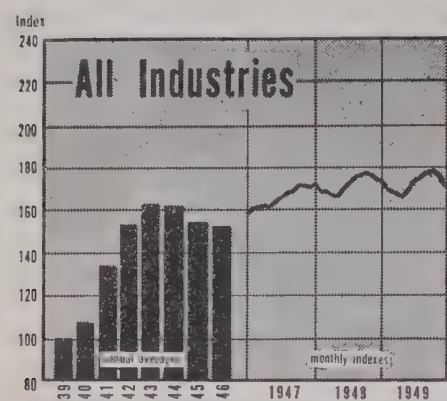
A review of **manufacturing** employment during 1949 shows that, on the average, the number of paid workers remained at about the same level as in the previous year. An estimate based on data published by the Dominion Bureau of Statistics places the 1949 index of employment at 122.1 (June 1, 1941=100), compared to the 1948 figure of 122.0. Employment was generally higher than 1948 in the first part of the year but fell off in the latter months. Wages, however, continued to rise during 1949, the average being \$44 per week, about \$3 more than the comparable figure for 1948.

Although wages and employment are high, job opportunities have been decreasing and short-time work and lay-offs are more

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES

Average: 1939 = 100

Seasonally Adjusted



evident. There has been a resultant increase in unemployment in manufacturing occupations, of whom some 75,000 were seeking work through the National Employment Service at the beginning of March. About 39,000 of these were classified as skilled and semi-skilled workers, with heavy concentrations in the metalworking, lumber products and textile occupations. Hiring was, however, picking up in several manufacturing industries during February. Many textile, boot and shoe, and rubber plants increased their work force during the month.

Unemployment among **construction** workers in the winter of 1949-50 was considerably larger than in previous post-war years, accounting for about 20 per cent of the total number of persons registered for work. In part, this was due to the fact that more workers were employed in the industry, in the active season, a peak of 360,000 being reached last year, but the winter carryover of work was relatively smaller.

This increase in unemployment was reflected in the number of construction workers seeking jobs through the National Employment Service during February. At the end of the month, the total number registered in offices all across Canada was 68,000. At the same date in 1949, the figure was 46,000.

Although the rate of increase as between skilled and unskilled has been about the same, the increase has been numerically greater among skilled workers, since they constitute about 70 per cent of the labour force in the building trades. The increase in both groups over February, 1949, has been about 50 per cent.

Regional Analysis

Employment levels in the **Atlantic** region have been sustained at last year's level, but this region was the only one where unemployment, as measured by applicants registered at employment offices, had not shown a decline prior to the implementation of supplementary benefits. Nearly all of the continued increase, however, was due to conditions in Newfoundland—in other areas, stability or slight improvement was evident. Emphasis in most reports from these areas was shifting to the outlook for spring and summer, and once the river drive was under way and construction started on a large scale, the unemployed were expected to be readily absorbed.

In Newfoundland, weather conditions were forcing curtailment of the provincial work program; loss of overseas markets caused lay-offs in iron mining affecting 1,000 men; and secondary industries have been

forced to reduce or cease operations because of competition from the mainland. No improvement was expected until navigation opened in the spring.

Lumbering activity has increased sharply in recent weeks as snow enabled woods operations to proceed more effectively. Contrary to expectations, this season's cut may now equal last year's since farmers and sub-contractors all cut more than scheduled; sawmill employment should therefore be sustained this summer at a normal level.

Employment in the **Quebec** region has risen slightly in the past month, since manufacturing industries have resumed production following the winter slack period, and heavy snowfalls have enabled the resumption of normal winter employment in log hauling, winter resort activity, and civic snow removal. The employment level has been slightly below that of last year, however, because of reduction in logging this winter, and re-adjustment of manufacturing to a declining market.

Unemployment now has passed its peak in this region, and should decline rapidly when seasonal expansion gets under way in April. A heavy construction program was indicated, and substantial mining development and exploration work will be carried out.

Among manufacturing industries, seasonal expansion in clothing production has been evident, especially in the Montreal, Quebec and Lévis areas, although some firms are finding orders more difficult to obtain than usual. The leather industry has also shown some improvement, and furniture manufacturing was being maintained at a fairly high level. Heavy manufacturing industries were operating steadily; the settlement of the United States coal strike prevented stockpiles from completely running out.

The recent amendment of the Unemployment Insurance Act will greatly benefit logging areas, where operations have been below normal and unemployment heavy, and areas where industrial lay-offs have been prolonged, such as Quebec City and Chicoutimi. The benefits will serve to relieve the financial strain in such areas, until seasonal expansion advances sufficiently to absorb the unemployed.

Unemployment has passed its peak in the **Ontario** region and employment conditions were beginning to improve as manufacturing started its seasonal rise. The fluctuations in employment in Ontario have been wider this winter than in the past few years since manufacturing, the dominant industry, has been forced to adjust to more competitive market conditions and there were heavy

seasonal lay-offs in many instances. As a result, the level of winter employment in Ontario has been slightly below that of last year.

The automobile industry was operating at capacity despite the strike of Chrysler employees in progress in the United States. Towards the end of February, however, shortages of parts forced a major lay-off in the Windsor plant of the Chrysler Corporation, which involved 3,500 men. Cut-backs in supplying firms affected the employment of another 1,500 workers. At Oshawa, however, capacity operations were continuing. In Toronto, a new automobile plant has reached the production stage and will open shortly. The clothing industry showed renewed activity and re-hiring has been brisk.

Construction work was still at its low winter level but activity was expected to increase rapidly in the next month. Mining employment has not yet started its seasonal upswing, but prospects were excellent for the coming season.

Employment in the *Prairie* region has shown the greatest gain of all regions over the level of last year. The rural electrification program with its induced demand for electrical consumer equipment, as well as its direct effect on producers goods industries, has stimulated manufacturing employment; oil exploration projects in the west have had a widespread and buoyant influence on the economy; and the high level of farm income contributed to the further expansion of production and employment.

Currently, the seasonal peak of unemployment has passed but the upswing in regional employment has not yet gained momentum. Another record year was expected in construction, mining and oil development, however. Farm revenues for 1949 crops were expected to show a shrinkage as compared with 1948, which will result in reduced purchases of machinery and other goods and services. It is unlikely that farm labour demand will be adversely affected, however, as production plans for field crops are approximately equal to those of 1949.

Orders for farm labour have followed the usual seasonal pattern. There have been a few jobs for choremen, with numerous deferred orders for help in March. A sharp rise in demand for general farm workers was expected by mid-March, and orders for skilled workers to handle mechanized equipment will probably be reported early in April.

The abnormally heavy unemployment in the *Pacific* region has declined sharply with the improvement in weather conditions.

Heavy rains in coastal areas melted the deep snows and ice which had disrupted logging, sawmill and construction employment, and several thousand men have returned to work. The employment level through the winter has shown a slight gain over last year, when similar severe conditions prevailed, and this gain may be expected to continue since the market outlook for most industries is bright.

The milder weather first brought improvement to the sawmill and shingle industries—nearly all mills from Vancouver, New Westminster, Nanaimo, and Port Alberni to Prince George and Prince Rupert have now re-opened, although some are not yet operating at capacity because of log shortages. The lumber industry will probably continue at capacity production during the rest of the year as there is a strong possibility of a \$12 million order from the United Kingdom in addition to the current \$5 million contract. Confirmation of this order and continuance of exports to the United States will keep even the smaller mills in full operation and will sustain employment in the logging industry.

The re-opening of logging camps has been progressing steadily, but only low-level camps in coastal areas were in full operation. In some areas in the interior, deep snow and bad road conditions have held up activity. By the end of March, however, most camps should be in full production.

Employment Service Activities

During the first week of March, some 20,000 persons applied for supplementary benefits in accordance with the recent amendments to the Unemployment Insurance Act. Many of these workers had previously exhausted their regular benefit rights or did not have sufficient contributions to claim. Others had been employed in industries not previously covered by unemployment insurance. The latter group includes persons employed in lumbering and logging in Central and Eastern Canada.

Each winter, this supplementary aid will be available from January 31 to March 31; this year, it will extend from February 28 to April 15. Payments will amount to 80 per cent of the regular benefits and will be paid for a period which is based upon each workers' employment record.

The trend in unemployment appears to be fairly well defined in the week to week report on applicants registering at employment offices. January, as usual, has been the month when most of the unemployed lost their jobs. Of the approximately 375,000 persons registered at the end of

February, about 100,000 were added during January. Unplaced applicants had increased by about the same number during the previous three months. This steady increase in unemployment began to reverse in February. This year, the downtrend started earlier than last because of improved weather conditions in British Columbia. However, there were also signs of a general improvement in employment conditions. Job-orders on file at employment offices have been consistently increasing, if only slightly, ever since the middle of January. By February, placements were increasing for men and women in almost all regions, and by the end of the month were higher than in both the earlier weeks in 1950 and for the same period in 1949.

Most workers have experienced a longer period of unemployment this year than last. The increase of from 40 to 45 per cent in unplaced applicants over the year indicated not so much more persons looking for work

as the usual seasonal help remaining unemployed for longer periods. Proportionately more this year had been claiming benefits for more than three months. In other years, they would be found in the group registered for two weeks to two months. Despite this change, at the beginning of February, most claimants had been unemployed for less than a month.

There has also been a wider variety of workers displaced this year. The proportion of workers registered who are skilled or semi-skilled is higher than in recent years. More of the applicants are in the age group 20 to 44 years than in previous years. Clerical and trade workers and others not usually seasonally affected have been released this winter. Women workers also were seasonally displaced to a greater extent than usual. In addition, many married women whose husbands were unemployed were registering for jobs.

Unemployment in Canada as Reported by Trade Unions, 1949

Unemployment in trade unions in 1949 rose to an average of 3.0 per cent from 2.2 per cent in the previous year. This was the highest yearly figure recorded since 1942. In December, 1949, the percentage was 4.8.

The yearly average was obtained from quarterly reports received by the Depart-

ment of Labour from local trade union branches throughout the country. These reports show the number of members in good standing excluding retired or pensioned members, and the number of members totally unemployed at the end of each quarter. A person is recorded as unemployed only when he is idle because of

PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY INDUSTRIES

	Logging	Mining	Manufacturing	Construction	Transportation	Communication	Trade	Service	All Industries
1933.....	25.4	12.5	24.5	66.7	13.2	12.8	1.5	11.0	22.3
1934.....	26.2	12.8	17.2	61.1	10.5	12.3	7.2	7.3	18.2
1935.....	20.6	11.4	14.7	49.7	8.4	11.1	7.8	6.9	15.4
1936.....	5.1	12.6	13.3	38.2	7.3	10.0	4.0	5.9	13.2
1937.....	2.2	11.5	11.2	28.6	6.2	8.1	.6	4.3	10.7
1938.....	20.2	8.4	14.6	34.5	8.2	7.3	.0	5.6	13.1
1939.....	26.0	10.2	12.0	31.4	8.3	6.3	.2	4.7	12.2
1940.....	15.8	8.8	6.8	19.7	5.6	5.8	.2	2.9	7.6
1941.....	7.3	7.3	3.0	11.2	3.4	4.1	.1	2.0	4.6
1942.....	2.7	2.2	1.5	7.9	1.6	2.3	.0	.7	2.2
1943.....	.2	.4	.4	3.7	.7	1.5	.0	.6	.8
1944.....	.2	.6	.2	2.8	.4	1.3	.3	.3	.5
1945.....	1.5	1.3	1.8	1.9	.7	1.2	.6	.5	1.4
1946.....	3.3	.6	1.6	1.8	1.4	.7	1.6	.9	1.3
1947.....	.2	.6	1.3	3.3	1.0	.4	.1	.5	1.3
1948.....	.7	.7	2.1	4.8	1.2	.1	.6	.9	2.2
1949.....	16.8	1.3	2.8	8.9	1.4	.4	1.0	1.4	3.0
1949—March.....	27.3	.8	2.0	8.1	1.6	.1	1.3	.8	3.1
June.....	0	1.3	1.5	1.5	1.2	.1	.6	.4	1.3
September.....	4.5	.4	1.2	1.5	.5	.1	.3	.6	1.4
December.....		.5	3.5	7.9	1.4	.1	.5	1.5	3.0
1949—March.....	20.4	1.5	2.4	11.4	1.4	.5	1.6	1.3	3.2
June.....	9.7	2.4	1.8	4.3	1.0	.1	0	.4	1.8
September.....	14.3	.5	2.4	4.6	.9	.2	1.0	1.3	2.2
December.....	18.7	1.0	4.4	15.0	2.2	.7	1.3	2.3	4.8

economic causes. Union members idle because of illness, a strike or a lockout, are not considered as unemployed. Reviews of trade union unemployment at the end of each quarter have appeared in the *LABOUR GAZETTE* for March, June, September and December respectively. The statement for the last quarter of 1949, with comparative

figures for earlier years was included in the March, 1950, issue.

During 1949, quarterly reports were received from an average of 2,614 locals with an average combined membership of 510,845. In the previous year an average of 2,558 locals reported and the average combined membership was 512,925.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion urban cost-of-living index advanced from 161·6 for February 1, 1950 to 163·7 for March 1 for a gain of 2·1 points. This marked a new post-war peak, exceeding the previous high point of 162·8 for August 1, 1949. Group indexes for rents, fuel and light, and miscellaneous items are now at their highest post-war levels, while foods, clothing and home furnishings are appreciably below 1949 post-war highs.

The increase in the index during February was due principally to higher levels for rents and firmer prices for certain foods. The results of the March quarterly survey of rents were reflected in an increase in the rent index from 125·0 to 132·7; this advance takes account of all rent changes since last November. The food index rose 2·7 points to 204·0 during February when strength in prices for beef, lamb, eggs, coffee and fresh vegetables outweighed narrow declines for canned vegetables.

Fuel and light, the only other group to register an increase, moved up 0·4 to 136·3. The clothing index receded from 183·0 to 181·4 when lower prices were quoted for men's and women's topcoats and men's suits, while home furnishings and services declined 0·1 point to 166·3. The index for miscellaneous items remained unchanged at 132·1.

Cost of Living in Eight Cities

Cost-of-living indexes for the eight regional cities moved higher during January. Firmer prices for foods were mainly responsible. Beef, lamb, eggs, oranges, coffee and sugar were generally stronger at most centres, while pork items were easier. Indexes for clothing and home furnishings and services registered fractional declines while fuel costs were unchanged except at Saint John and Montreal where narrow advances occurred. Rents were not surveyed in February and, consequently, the indexes remained steady.

Composite city index increases between January 3 and February 1, 1950 were as

follows:—Vancouver 1·5 to 163·4; Saskatoon 1·4 to 163·6; Winnipeg 1·3 to 156·3; Edmonton 1·2 to 158·1; Toronto 0·7 to 157·6; Saint John 0·7 to 157·8; Halifax 0·6 to 153·3 and Montreal 0·4 to 164·2. In the same interval, the Dominion index rose 0·6 to 160·3.

Wholesale Prices, January, 1950

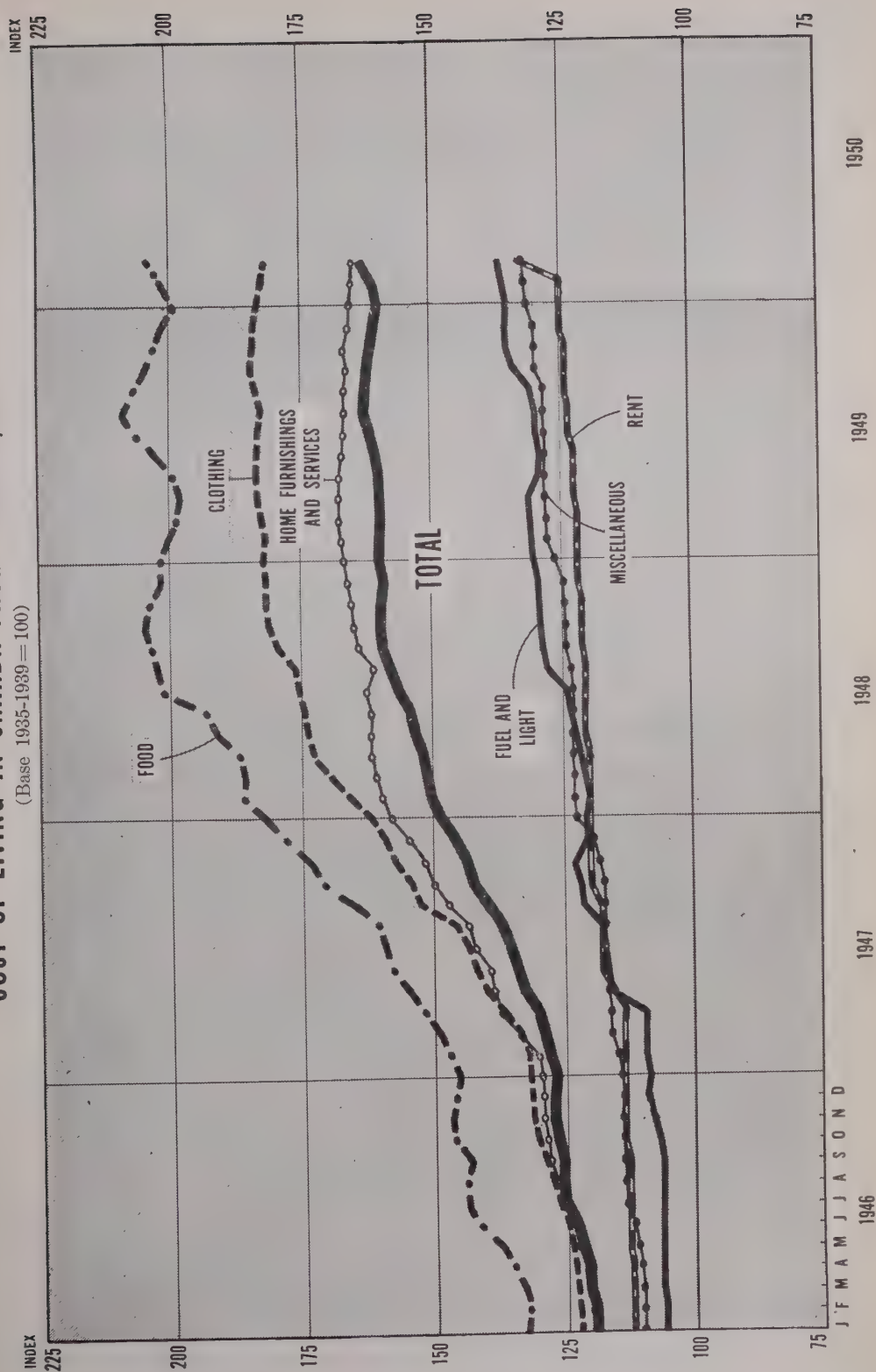
Between December, 1949 and January, 1950 the general index of wholesale prices advanced 0·3 point to 157·1. Five of the eight major groups recorded increases in this period. The most substantial of these was registered by the Textiles Products group, which rose 2·5 points to 162·2. Other group increases were considerably smaller: Vegetable Products moved up 0·9 point to 143·4; Iron Products, 0·9 point to 174·8; Wood Products, 0·5 point to 189·1; Non-metallic Minerals 0·3 point to 139·3. Animal Products registered the largest downward movement with a loss of 2·3 points to 160·7. Chemical Products followed with a drop of 1·3 points to 118·0, while Non-ferrous Metals receded 0·1 point to 139·7. Among commodities to show price increases between December and January were the following: worsted yarn 20·9 per cent, oranges 19·7 per cent, haddock 15·8 per cent, salt 14·5 per cent, raw wool 11·5 per cent, worsted suiting 11·1 per cent, beef carcass (Montreal) 10·2 per cent, cocoa beans (African) 10·1 per cent, crushed stone 9·9 per cent, cocoanut oil 8·9 per cent, rice 8·6 per cent. In the same period, price decreases were shown for the following: eggs, grade A large, 15·6 per cent, fowl 9·7 per cent, hogs 9·4 per cent, lard 8·9 per cent, auromine O dye 8·5 per cent, barley, No. 1 feed, western, 7·6 per cent, canned cherries 7·0 per cent, bacon 6·7 per cent, nylon hosiery 6·5 per cent, rosin 6·1 per cent, soap 5·9 per cent.

The Canadian Farm Products Index of wholesale prices moved down 0·3 point to 144·1 between December and January. Animal Products declined 2·7 points to 178·0, reflecting a sharp drop in eggs coupled with decreases in fowl and hogs. Field Products increased 1·1 points to 123·8.

* See Tables F-1 to F-6.

COST OF LIVING IN CANADA FROM JANUARY, 1946

(Base 1935-1939 = 100)



STRIKES AND LOCKOUTS*

Canada, February, 1950

Strike idleness was down as compared with the previous month, and was little more than one-third of the loss in February, 1949. The number of work stoppages and the workers involved showed a slight increase over January, 1950, but were still few in number. Strikes and lockouts which caused the largest amount of time loss were: plumbers, steamfitters and helpers at Ottawa, Ont., firebosses at various coal mines in Alberta, and beverage room tapmen, waiters and glass washers at Calgary, Alta.

Preliminary figures for February, 1950, show 15 strikes and lockouts in existence, involving 3,764 workers, with a time loss of 26,300 man-working days, as compared with nine strikes and lockouts in January, 1950, with 2,456 workers involved and a loss of 39,488 days. In February, 1949, there were 10 strikes and lockouts, involving 7,245 workers, with a loss of 71,652 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in February was 0.03 per cent of the estimated working time, as compared with 0.05 per cent in January, 1950; 0.09

per cent in February, 1949; 0.04 per cent for the first two months of 1950; and 0.05 per cent for the first two months of 1949.

Of the 15 strikes and lockouts in existence during February, 1950, one was settled in favour of the workers, three in favour of the employer, one was a compromise settlement, and one was indefinite in result, work being resumed pending final settlement. At the end of the month nine work stoppages were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and textile products factory workers at St. Lambert, P.Q., August 29, 1949.

* See Tables G-1 and G-2.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in December, 1949, was 72 and 15 were still in progress from the previous month, making a total of 87 during the month. In all stoppages of work in progress in the period there were 14,700 workers involved and a time loss of 69,000 working days was caused.

Of the 72 disputes leading to stoppages of work which began in December, two, directly involving 100 workers, arose out of demands for advances in wages, and 26, directly involving 3,300 workers, on other

wage questions; six, directly involving 700 workers, on questions as to working hours; 11, directly involving 1,500 workers, on questions respecting the employment of particular classes or persons; and 26, directly involving 1,400 workers, on other questions respecting working arrangements. One stoppage, directly involving 1,600 workers, was in support of workers involved in another dispute.

For 1949, preliminary figures show a total of 1,423 work stoppages beginning in the year, 434,000 workers directly and indirectly involved in all stoppages in progress during the year and a time loss of 1,808,000 working days. Comparable figures for 1948 are, 1,759 stoppages, 426,000 workers and a time loss of 1,944,000 working days.

United States

Preliminary figures for January, 1950, show 225 strikes and lockouts beginning in the month, in which 280,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,600,000 man-days. Corresponding figures for December, 1949, are 150 strikes and lockouts, involving 40,000 workers, with a time loss of 1,200,000 days.

FATAL INDUSTRIAL ACCIDENTS IN CANADA, 1949*

Industrial fatalities in Canada during the calendar year 1949, were 1,344. The final figure for 1948 includes 37 not previously reported. The total number of fatal and non-fatal accidents reported by provincial Workmen's Compensation Boards decreased from 417,426 in 1948 to 413,132 in 1949.

The accidents recorded are those occurring to persons gainfully employed, during the course of or arising from their employment. Also included are fatalities from industrial diseases reported by Provincial Workmen's Compensation Boards. Reviews of industrial accidents appear in the *LABOUR GAZETTE* quarterly.

The annual totals were compiled from reports received from provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and the Ontario Chief Factory Inspector. Also included were the reports submitted by *LABOUR GAZETTE* correspondents in several Canadian industrial centres.

Press reports served mainly to supplement official information and were included only after careful inquiry to avoid duplication. The record on accidents in agriculture was compiled from such reports. Although it is not known to what extent agricultural accidents are covered, the record is considered fairly complete.

Nine industrial accidents which caused the death of three or more persons in each case were reported to the Department during 1949. A pilot, a mining engineer, and a prospector were killed near Yellowknife, Northwest Territories on or about January 22, when an aircraft in which they were flying crashed. On April 1, at Britannia Beach, British Columbia, three miners were crushed to death under a load of drill steel in an underground accident in a copper mine. The engineer, fireman and conductor of a train were killed on May 9, when it was derailed near Wetaskiwin, Alberta.

On August 10, three slathers engaged in hydro-electric maintenance work at Pine Portage, Ontario, were drowned when a tow rope, which was attached to a boat in which they were travelling, broke, causing the boat to capsize. Four members of the Meteorological Service of the Department of Transport and a nurse on duty were killed near Norway House, Manitoba on August 23, when the aircraft in which they

were travelling crashed. On September 9, an explosion in, and subsequent crash of, an aeroplane near St. Joachim, Quebec, resulted in the death of four members of the crew, and two paper plant employees who were travelling in connection with their work. While there were a number of other passengers killed as a result of this crash it is not known that their deaths were incidental to their employment and hence their deaths are not classed as industrial fatalities.

Three workers engaged in metal refining at Arvida, Quebec were overcome by carbonyl gas poisoning on September 19, and died early in October. Three construction workers were burned to death in a construction project at Sydney, Nova Scotia on November 9. On November 26, six members of the crew of a fishing craft were drowned when their vessel was shipwrecked during a storm off Trial Island, near Victoria, British Columbia.

Fatalities by Causes

Classification of accidents according to cause (Table H-1) indicates that the largest number, 422, came under the category of "moving trains, vehicles, etc." Automobiles and other power vehicles and implements caused 220 of these fatalities.

Industrial diseases, strain, etc., were responsible for 132 of the 251 industrial deaths recorded in the group, "other causes." Falls of persons resulted in 204 fatalities, while falling objects caused 159, of which 53 occurred in the logging industry. Dangerous substances caused 148 deaths including 44 resulting from electrocution.

Fatalities by Provinces

The largest number of industrial fatalities recorded in any province in 1949, was 505 in Ontario. Of these 115 occurred in manufacturing, 97 in transportation, and 63 in the service industries. In Quebec, 268 fatalities were recorded including 74 in manufacturing and 56 in transportation. The third largest number, 227, occurred in British Columbia. Logging accounted for 71 of these fatalities.

Fatalities by Industries

Table H-4 includes an analysis of fatalities by industries and months, and the number of fatalities in each industry is expressed as a percentage of the grand total. The latest

* See Tables H-1 to H-5.

available census figures of persons employed in the various industries are also given, although they are not, in any case, for the year under review, they are included to provide an approximate indication of the relative frequency of accidents from industry to industry.

The highest percentage of the 1,344 industrial fatalities in 1949 was in transportation with 18.9; the percentage was 17.9 in the

previous year. Manufacturing accounted for 18.2 per cent in comparison to 19.3 in 1948.

The percentage in mining, non-ferrous smelting and quarrying decreased from 14.0 per cent in 1948 to 13.7 in 1949. In construction it declined from 13.1 in 1948 to 11.0 in 1949. The percentage in the logging industry also declined, from 12.3 per cent in 1948 to 10.5 in 1949.

SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1950		1949	1948	1944	1939
	Feb.	Jan.	Jan.	Jan.	Jan.	Jan.
Labour Force—						
Civilian Labour Force (1).....000		5,200	4,964	4,934	†	†
Employed (1).....000		5,053	4,858	4,847	†	†
Male (1).....000		3,967	3,835	3,791	†	†
Female (1).....000		1,080	1,023	1,056	†	†
Paid workers (1).....000		3,580	3,441	3,334	†	†
Unemployed (1).....000		147	106	87	†	†
Index of employment (2).....	187.3	194.0	197.3	193.7	185.7	108.1
Unemployment in trade unions.....%		4.8	3.4	1.7	0.8	11.4
Immigration.....No.	4,959	3,710	7,449	7,248	693	661
Adult males.....No.	1,906	1,234	2,884	2,986	157	160
Earnings and Hours—						
Total labour income.....\$000,000		620	608	545	†	†
Per capita weekly earnings.....\$		42.38	41.10	36.28	30.10	†
Average hourly earnings.....cents	100.9	101.1	97.2	86.6	†	†
Average hours worked per week.....	42.3	39.9	40.6	38.3	†	†
Average real weekly earnings; index(4).....	108.0	109.5	101.2	103.2	†	†
National Employment Service—						
Unplaced applicants (5).....000	375.6	274.0	186.7	142.4	†	†
Unfilled vacancies (5).....000	19.2	18.0	25.5	41.0	†	†
Placements, weekly average.....000	9.5	8.0	8.7	10.3	†	†
Unemployment Insurance—						
Claims.....000	297.2	222.1	144.1	94.5	6.2	†
Balance in fund.....\$000,000	587.8	589.6	522.8	435.7	176.8	†
Price Indexes—						
Wholesale (6).....	158.1	157.1	159.3	146.0	102.5	73.2
Cost of living (6).....	161.6	159.6	159.6	148.3	119.0	101.0
Residential building materials (6).....	227.4	227.3	230.0	207.1	(10) 146.6	(10) 102.3
Production—						
Industrial production index (6).....	186.4	182.9	178.7	178.0	204.1	102.0
Mineral production index (6).....		136.7	132.9	117.2	113.4	105.9
Manufacturing index (6).....	194.6	191.3	188.4	189.8	225.1	100.9
Electric power.....000,000 k.w.h.	3,771	4,072	3,697	3,754	3,529	2,887
Construction—						
Contracts awarded.....\$000,000	64.8	56.7	72.8	34.2	8.8	7.3
Dwelling units, started.....000			3.1	1.7	†	†
Completed.....000			6.8	3.7	†	†
Under construction.....000			52.9	40.2	†	†
Pig iron.....000 tons	157.2	190.4	183.1	160.0	132.1	57.7
Steel ingots and castings.....000 tons	258.1	289.9	284.7	256.7	242.2	78.2
Inspected slaughterings, cattle.....000	93.7	120.6	112.4	129.3	90.3	69.9
Hogs.....000	350.7	362.8	324.8	568.9	941.0	262.9
Flour production.....000 bbl.	1.61	1.55	1.47	1.90	2.04	1.10
Newsprint.....000 tons		403.0	375.7	372.0	242.7	208.4
Cement producers' shipments.....000,000 bbl.	0.8	0.7	0.6	0.5	0.2	0.1
Automobiles and trucks.....000	30.1	28.5	13.9	16.7	13.7	14.8
Gold.....000 fine oz.		373.1	309.0	237.4	256.6	410.9
Copper.....000 tons	22.3	20.8	20.8	20.4	24.4	23.7
Lead.....000 tons		9.6	10.8	11.1	16.4	16.2
Nickel.....000 tons		10.2	11.2	10.8	11.8	7.3
Zinc.....000 tons		24.0	21.9	17.2	24.7	15.3
Coal.....000 tons	1,773	1,749	1,853	1,396	1,621	1,178
Distribution—						
Wholesale sales index, unadjusted (6).....		231.8	243.2	244.6	159.5	77.6
Retail sales.....\$000,000		501.8	493.4	490.8	†	†
Imports, excluding gold.....\$000,000	200.2	211.9	223.8	206.1	126.4	43.7
Exports, excluding gold.....\$000,000	199.5	221.2	237.0	235.4	242.0	70.1
Railways—						
Revenue freight, ton miles.....000,000		3,614	4,702	4,784	5,349	1,871
Car loadings, revenue freight.....000	280.6	248.3	287.8	275.9	268.8	157.9
Banking and Finance—						
Common stocks, index (6).....	118.3	119.0	114.3	107.5	81.5	93.8
Preferred stocks, index (6).....	153.0	152.4	144.7	144.5	118.3	102.5
Bond yields, Dominion, index (6).....	90.3	90.1	95.4	92.1	97.3	97.3
Cheques cashed, individual accounts.....\$000,000	6,000	7,307	6,929	6,491	4,512	2,512
Bank loans, current, public.....\$000,000		2,164	2,054	1,891	1,037	792
Money supply.....\$000,000		4,386	4,162	3,818	(9) 3,153	(9) 1,370
Circulating media in hands of public.....\$000,000		1,131	1,131	1,094	(9) 990	(9) 281
Deposits.....\$000,000		3,255	3,031	2,725	(9) 2,163	(9) 1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of Oct. 29, 1949, Nov. 20, 1948 and Nov. 8, 1947. (2) Base 1926 = 100. (3) Figures are as at end of quarter ending Dec. 31, 1949, 1948, 1944 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base; average for 1946 = 100. (5) First of month. (6) Base 1935-1939 = 100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Department of Mines and Resources, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—January.....	1,234	1,414	1,062	3,710

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Maritime	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—						
January.....	115	641	1,988	703	263	3,710

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(Source: Department of Mines and Resources, Immigration Branch)

Month	Agriculture	Unskilled and Semi-Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	589	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—January.....	483	152	278	180	141	1,234

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1947—December.....	55	189	31	143	116	17	550
1948—January.....	52	187	30	139	119	18	543
February.....	52	193	29	139	116	18	548
March.....	47	189	28	140	120	19	544
April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At January 1, 20,917 employers in the eight leading industries reported a total employment of 2,032,277 and total payrolls of \$86,136,190

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.					
				Employment			Payrolls		
	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949
	\$	\$	\$						
(a) PROVINCES									
Maritime Provinces.....	37.19	37.66	35.78	115.8	127.1	116.3	196.5	218.3	189.6
Prince Edward Island.....	33.49	33.62	33.05	147.4	160.0	141.7	226.7	247.1	216.3
Nova Scotia.....	37.24	37.73	34.65	107.3	123.9	106.1	176.4	206.4	162.2
New Brunswick.....	37.33	37.80	37.39	128.2	130.9	131.7	229.9	237.7	236.4
Quebec.....	40.32	41.83	39.36	121.7	128.4	126.0	204.8	224.0	207.0
Ontario.....	44.00	45.43	42.54	127.1	129.4	127.8	206.6	217.3	200.5
Prairie Provinces.....	42.90	44.27	41.98	138.7	143.8	135.5	224.9	240.4	214.9
Manitoba.....	42.27	43.58	41.33	132.9	137.9	130.2	212.1	227.0	203.1
Saskatchewan.....	42.89	42.71	40.59	126.2	134.1	124.0	208.6	220.7	194.1
Alberta.....	43.67	45.93	43.51	154.6	157.9	150.0	252.3	271.0	243.9
British Columbia.....	44.45	46.87	42.77	143.6	150.6	142.6	224.2	248.1	214.1
CANADA.....	42.38	43.81	41.10	127.2	132.2	128.4	209.2	224.7	204.5
(b) CITIES									
Montreal.....	41.05	42.96	40.08	133.0	138.2	132.4	213.1	231.8	206.9
Quebec.....	35.14	36.39	34.38	113.2	122.5	113.9	192.8	215.9	189.6
Toronto.....	43.68	45.03	41.80	136.6	138.0	133.5	222.9	232.3	207.9
Ottawa.....	36.21	38.52	35.24	136.5	134.9	134.3	219.6	224.7	204.1
Hamilton.....	46.47	47.94	44.35	124.3	127.2	122.2	209.5	221.1	197.2
Windsor.....	49.51	50.67	48.74	125.3	124.2	123.8	167.0	169.5	162.1
Winnipeg.....	38.96	40.11	37.41	137.3	141.1	135.4	208.8	222.0	198.7
Vancouver.....	42.08	44.58	41.29	155.7	160.7	160.7	246.0	269.1	249.2
Halifax.....	34.02	34.55	33.72	128.9	131.8	133.3	191.9	200.9	196.2
Saint John.....	36.25	35.82	34.05	133.6	121.0	136.6	226.0	202.2	217.0
Sherbrooke.....	35.21	37.37	32.89	115.4	117.5	120.7	195.7	211.5	191.3
Three Rivers.....	40.11	41.50	39.34	124.6	131.5	128.9	192.7	210.2	195.5
Brantford.....	42.53	43.71	43.61						
Kitchener—Waterloo.....	40.26	41.66	38.80	136.1	139.9	134.6	241.6	257.2	230.3
London.....	40.38	42.04	38.30	153.7	155.3	149.3	244.0	256.7	224.7
Port William—Port Arthur.....	43.82	46.51	43.64	72.1	77.6	86.0	121.1	138.4	141.3
*St. Catharines.....	47.79	49.16	46.94						
Regina.....	40.07	39.06	37.52	135.9	143.5	137.9	232.0	238.8	219.1
Saskatoon.....	38.03	38.69	35.65	150.4	157.4	144.8	260.6	277.4	235.5
Calgary.....	41.26	42.94	40.11	149.8	148.9	140.2	245.4	253.7	221.7
Edmonton.....	39.44	41.61	37.89	183.1	187.5	167.3	292.9	316.6	254.1
Victoria.....	40.58	43.23	38.42	150.7	152.0	146.5	242.3	260.3	223.6
(c) INDUSTRIES									
Manufacturing.....	43.65	45.38	42.28	119.0	121.7	120.7	200.2	212.9	196.6
Durable Goods ¹	46.64	48.62	45.23	112.8	114.3	116.8	187.2	197.9	187.6
Non-Durable Goods.....	40.57	42.21	39.19	122.8	126.5	122.6	211.5	226.9	204.9
Electric Light and Power.....	49.45	49.89	47.52	166.3	169.8	156.8	261.5	269.3	235.5
Logging.....	37.45	39.09	37.10	145.8	155.6	206.1	271.9	302.9	380.1
Mining.....	50.30	54.21	47.15	101.8	104.1	99.6	160.3	176.6	146.9
Communications.....	43.09	41.59	39.21	203.8	205.6	188.1	317.2	308.7	267.8
Transportation.....	51.64	52.34	50.97	137.7	143.9	142.4	216.8	229.8	221.7
Construction and Maintenance.....	39.55	42.16	38.65	114.7	137.4	110.5	196.8	251.4	185.5
Services ²	28.56	29.12	26.94	142.4	144.3	142.6	245.5	253.7	231.7
Trade.....	37.02	36.97	35.65	159.8	158.7	152.4	247.6	245.7	227.7
Eight Leading Industries.....	42.38	43.81	41.10	127.2	132.2	128.4	209.2	224.7	204.5
Finance.....	41.23	41.23	39.24	148.2	148.1	143.2	210.6	210.4	193.5
Nine Leading Industries.....	42.33	43.71	41.02	128.0	132.8	129.0	209.2	224.1	204.1

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power.

² Mainly hotels and restaurants and laundry and dry-cleaning plants.

* Includes Welland, Thorold and Merrittton.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base:—June 1, 1941=100)

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages	
June 1, 1941.....	100.0	100.0	100.0	\$ 25.25	100.0	100.0	100.0	\$ 25.57
Jan. 1, 1946.....	110.2	127.6	118.5	29.92	107.1	121.2	115.3	29.49
Jan. 1, 1947.....	118.5	149.9	129.3	32.64	113.5	141.5	126.7	32.40
Jan. 1, 1948.....	126.9	178.3	143.7	36.28	119.0	166.6	142.0	36.31
Jan. 1, 1949.....	128.4	204.5	162.8	41.10	120.7	196.6	165.4	42.28
Feb. 1, 1949.....	124.8	207.6	170.0	42.92	120.6	205.3	172.7	44.17
Mar. 1, 1949.....	123.7	207.5	171.4	43.27	120.8	206.6	173.6	44.39
April 1, 1949.....	122.9	206.5	171.7	43.35	120.8	207.4	174.2	44.54
May 1, 1949.....	123.8	207.3	171.0	43.19	121.0	207.1	173.8	44.45
June 1, 1949.....	127.4	209.0	167.6	42.32	122.1	203.7	169.4	43.31
July 1, 1949.....	130.6	217.6	170.1	42.96	123.5	209.8	172.4	44.09
Aug. 1, 1949.....	131.3	218.9	170.3	43.01	122.9	208.5	172.2	44.04
Sept. 1, 1949.....	132.4	222.0	171.4	43.27	124.5	212.1	172.9	44.20
Oct. 1, 1949.....	132.4	223.8	172.5	43.55	124.2	214.4	175.4	44.84
Nov. 1, 1949.....	132.3	224.8	173.5	43.80	122.9	213.6	176.4	45.10
Dec. 1, 1949.....	132.2	224.7	173.5	43.81	121.7	212.9	177.5	45.38
Jan. 1, 1950.....	127.2	209.2	167.8	42.38	119.0	200.2	170.7	43.65

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100)

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Jan. 1, 1934.....	85.6	97.0	.....	.....	.....	86.3	91.2	86.4	.....	.....	.....	80.4
Jan. 1, 1935.....	94.4	99.0	.....	.....	.....	91.3	98.0	91.2	.....	.....	.....	88.8
Jan. 1, 1936.....	99.1	108.1	.....	.....	.....	95.5	102.7	95.1	.....	.....	.....	92.4
Jan. 1, 1937.....	103.8	109.5	.....	.....	.....	104.0	107.5	94.2	.....	.....	.....	95.4
Jan. 1, 1938.....	113.4	115.8	73.2	118.3	115.3	119.7	117.5	96.2	92.4	97.8	100.8	97.8
Jan. 1, 1939.....	108.1	109.2	92.2	121.0	95.8	114.9	108.8	97.1	91.8	99.2	103.8	98.0
Jan. 1, 1940.....	116.2	118.9	84.3	126.6	111.6	120.7	120.9	103.3	96.9	103.3	113.2	97.6
Jan. 1, 1941.....	134.2	130.0	112.7	137.5	121.9	139.6	141.1	116.2	113.0	113.4	123.1	116.0
Jan. 1, 1942.....	165.8	183.9	118.9	204.5	162.2	175.0	172.7	131.4	127.2	119.6	145.7	142.6
Jan. 1, 1943.....	183.7	180.0	112.0	194.5	166.1	198.7	187.5	140.6	137.6	131.5	151.3	185.2
Jan. 1, 1944.....	185.7	186.3	128.0	196.9	176.4	201.3	185.4	149.5	141.6	137.5	169.7	190.2
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Jan. 1, 1946.....	168.2	169.5	120.4	176.2	164.1	171.8	172.2	150.6	144.8	143.4	164.0	163.7
Jan. 1, 1947.....	181.0	169.4	128.9	169.0	172.4	186.7	186.7	158.3	151.3	148.4	175.4	180.4
Jan. 1, 1948.....	193.7	181.9	152.2	178.4	188.2	196.8	202.7	166.2	156.3	159.0	186.0	194.0
Jan. 1, 1949.....	196.0	177.2	151.8	178.2	177.6	198.2	206.1	173.9	162.4	158.0	201.8	192.4
Feb. 1, 1949.....	190.5	168.2	139.9	172.4	164.7	193.0	202.8	166.7	157.3	146.2	194.4	181.5
Mar. 1, 1949.....	188.9	167.1	139.1	170.3	164.8	190.2	201.8	165.6	156.4	145.9	192.3	179.6
April 1, 1949.....	187.6	167.4	163.0	173.1	160.5	184.8	200.2	166.0	155.4	146.8	194.6	188.8
May 1, 1949.....	189.1	163.3	139.8	170.7	155.2	186.4	200.1	170.5	159.9	153.0	198.0	196.9
June 1, 1949.....	194.5	169.0	151.2	176.4	160.7	194.6	202.4	177.4	163.7	165.1	206.3	204.7
July 1, 1949.....	199.5	187.4	152.8	202.0	176.6	198.0	206.4	181.8	168.0	167.3	212.2	209.1
Aug. 1, 1949.....	200.5	188.9	157.6	203.8	171.7	199.4	205.5	185.6	170.7	169.7	218.6	216.6
Sept. 1, 1949.....	202.1	190.4	165.3	205.7	172.1	199.5	208.3	186.6	171.7	169.9	220.0	215.1
Oct. 1, 1949.....	202.2	192.0	165.9	208.8	172.0	199.5	209.2	185.9	173.6	170.8	214.3	211.9
Nov. 1, 1949.....	202.0	188.6	165.0	206.1	167.5	202.0	208.6	185.2	173.1	171.8	212.3	208.7
Dec. 1, 1949.....	201.8	193.7	171.4	208.0	176.6	201.9	208.7	184.5	172.0	170.8	212.4	203.2
Jan. 1, 1950.....	194.2	176.5	157.9	180.2	173.0	191.4	205.0	178.0	165.7	160.8	208.0	193.7
Relative Weight of Employment by Provinces and Economic Areas as at January 1, 1950.....	100.0	6.8	0.2	3.8	2.8	28.7	42.9	12.3	5.5	2.3	4.5	9.3

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Payrolls		
	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949
	\$	\$	\$						
Manufacturing.....	43.65	45.38	42.28	119.0	121.7	120.7	200.2	212.9	196.6
Animal products—edible.....	43.11	43.95	39.56	127.2	138.2	124.3	216.2	239.3	196.2
Fur and products.....	40.06	44.31	37.49	136.2	139.9	139.7	203.9	231.7	195.8
Leather and products.....	31.26	33.40	30.93	104.5	107.8	105.5	172.5	190.1	172.4
Boots and shoes.....	29.52	31.77	29.28	104.4	106.3	106.7	173.6	190.1	175.9
Lumber and its products.....	37.41	40.76	36.11	115.5	119.2	115.0	199.5	224.3	192.4
Rough and dressed lumber.....	38.68	42.25	37.35	108.9	112.4	2103.0	197.6	222.7	181.1
Furniture.....	37.19	39.92	35.82	157.8	161.7	158.2	215.9	237.5	210.4
Other lumber products.....	33.07	36.61	32.81	102.5	106.8	119.7	183.5	211.7	211.6
Plant products—edible.....	36.27	37.91	35.24	132.1	141.1	130.7	212.0	248.4	203.9
Pulp and paper products.....	48.66	50.83	47.57	138.3	139.4	138.3	226.8	238.8	221.9
Pulp and paper.....	54.92	57.68	55.46	122.0	124.2	127.9	212.3	227.1	224.8
Paper products.....	39.03	41.74	36.72	169.8	173.3	164.4	273.7	298.8	249.3
Printing and publishing.....	46.77	47.98	43.85	146.7	144.7	141.9	230.3	234.1	208.8
Rubber products.....	44.85	45.18	44.90	126.7	123.6	133.0	242.5	238.0	254.7
Textile products.....	33.03	35.40	31.99	113.4	116.5	114.7	195.7	215.5	191.8
Thread, yarn and cloth.....	37.19	39.51	35.67	111.5	114.4	113.6	219.3	233.0	214.6
Cotton yarn and cloth.....	37.67	38.55	37.24	92.9	91.9	94.1	181.5	183.7	181.8
Woolen yarn and cloth.....	35.34	37.64	33.52	100.0	102.2	110.5	197.9	215.4	206.6
Synthetic silk and silk goods.....	37.64	41.98	34.98	153.8	153.3	148.9	311.9	346.8	280.9
Hosiery and knit goods.....	30.11	33.68	28.35	112.1	115.9	120.1	185.1	214.1	187.8
Garments and personal furnishings.....	29.34	31.61	29.36	122.0	128.5	120.2	185.9	211.0	182.7
Other textile products.....	35.61	37.50	33.56	94.6	96.7	94.5	166.4	179.3	156.2
Tobacco.....	37.97	40.59	35.49	135.0	126.0	137.3	285.8	285.0	271.3
Beverages.....	48.89	48.82	47.09	172.8	171.8	168.2	284.9	282.9	267.4
Chemicals and allied products.....	48.23	48.55	46.26	97.4	98.8	96.0	172.8	176.3	164.6
Clay, glass and stone products.....	44.97	46.71	42.47	139.6	144.0	147.4	255.3	273.6	249.3
Electric light and power.....	49.45	49.89	47.52	166.3	169.8	156.8	261.5	269.3	235.5
Electrical apparatus.....	47.57	48.57	46.26	167.0	166.8	166.1	297.1	303.1	287.8
Iron and steel products.....	48.65	50.61	47.36	105.0	106.2	109.9	167.8	176.7	171.1
Crude, rolled and forged products.....	51.05	53.41	48.80	131.5	134.2	143.3	182.3	194.7	189.0
Machinery (other than vehicles).....	46.61	48.54	45.65	108.9	109.9	118.0	177.2	186.3	189.7
Agricultural implements.....	49.42	50.93	49.07	174.4	167.2	206.5	318.9	315.0	379.2
Land vehicles and aircraft.....	50.85	51.93	49.52	102.5	103.0	102.7	160.4	164.6	156.5
Automobiles and parts.....	52.12	52.46	49.86	120.2	120.0	116.3	162.8	163.7	150.9
Steel shipbuilding and repairing.....	45.70	49.29	45.57	63.3	64.5	75.4	96.5	105.9	114.9
Heating appliances.....	40.78	45.84	41.50	152.8	161.5	148.8	235.7	210.1	233.8
Iron and steel fabrication (n.e.s.).....	48.31	50.45	45.82	98.6	101.6	99.9	200.9	216.3	188.8
Foundry and machine shop products.....	44.88	48.55	44.82	86.5	88.0	97.3	189.2	208.3	204.7
Other iron and steel products.....	45.14	47.94	43.75	96.6	99.1	99.6	159.0	173.3	160.0
Non-ferrous metal products.....	49.77	51.03	47.07	111.2	112.2	119.0	205.3	212.3	202.9
Non-metallic mineral products.....	55.55	55.92	53.04	121.4	123.7	119.2	230.5	236.5	216.8
Miscellaneous.....	37.47	39.31	35.35	160.3	165.9	147.1	267.9	290.1	258.0
Logging.....	37.45	39.09	37.10	145.8	155.6	206.1	271.9	302.9	380.1
Mining.....	50.30	54.21	47.15	101.8	104.1	99.6	160.3	176.6	146.9
Coal.....	47.39	53.66	42.40	98.0	100.1	98.7	182.4	211.1	164.3
Metallic ores.....	53.00	56.28	50.88	91.3	92.7	88.6	133.5	143.8	124.3
Non-metallic minerals (except coal).....	47.55	49.72	44.63	154.5	161.3	148.0	270.8	295.7	243.4
Communications.....	43.09	41.59	39.21	203.8	205.6	188.1	317.2	308.7	267.8
Telegraphs.....	45.55	45.23	44.63	122.3	124.8	122.8	218.6	221.5	215.0
Telephones.....	42.44	40.60	38.10	223.3	224.8	206.9	339.3	326.7	282.3
Transportation.....	51.64	52.34	50.97	137.7	143.9	142.4	216.8	229.8	221.7
Street railways, cartage and storage.....	46.29	47.03	44.17	155.8	159.8	154.6	247.5	257.7	234.0
Steam railway operation.....	57.82	57.49	58.32	132.8	133.5	135.7	212.1	211.8	218.5
Shipping and stevedoring.....	42.07	47.97	41.56	108.1	135.7	131.4	175.3	250.8	210.4
Construction and Maintenance.....	39.55	42.16	38.65	114.7	137.4	110.5	196.8	251.4	185.5
Building.....	40.09	45.82	39.56	158.3	182.2	150.2	222.0	291.8	207.5
Highway.....	37.04	36.59	34.87	88.1	121.1	88.1	169.2	229.8	159.8
Railway.....	42.25	42.92	42.88	86.3	89.2	88.1	183.8	193.1	177.1
Services (as indicated below).....	28.56	29.12	26.94	142.4	144.3	142.6	245.5	253.7	231.7
Hotels and restaurants.....	26.67	26.90	25.69	150.0	152.2	149.3	264.9	270.7	253.7
Personal (chiefly laundries).....	27.30	29.11	26.58	125.8	128.3	124.7	192.5	209.2	183.5
Trade.....	37.02	36.97	35.65	159.8	158.7	152.4	247.6	245.7	227.7
Retail.....	34.68	34.60	33.39	161.1	158.0	153.3	254.9	249.3	233.6
Wholesale.....	43.59	43.31	41.86	159.1	163.8	153.1	232.8	238.2	215.7
Eight Leading Industries.....	42.38	43.81	41.10	127.2	132.2	128.4	209.2	224.7	204.5
Finance.....	41.23	41.23	39.24	148.2	148.1	143.2	210.6	210.4	193.5
Banks and trust companies.....	37.37	37.32	34.90	158.9	158.8	153.5	228.1	227.6	205.1
Brokerage and stock market operations.....	51.32	52.81	48.21	152.0	151.9	154.3	226.5	233.0	216.2
Insurance.....	45.89	45.81	44.65	134.1	133.9	129.2	191.5	191.0	179.7
Nine Leading Industries.....	42.33	43.71	41.02	128.0	132.8	129.0	209.2	224.1	204.1

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation, D.B.S.*

Industries	Jan. 1, 1950		Dec. 1, 1949		Jan. 1, 1949	
	Men	Women	Men	Women	Men	Women
	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	77.5	22.5	76.9	23.1	77.6	22.4
Animal products—edible.....	81.7	18.3	80.6	19.4	81.6	18.4
Fur and products.....	65.7	34.3	65.4	34.6	63.9	36.1
Leather and products.....	61.4	38.6	60.9	39.1	61.3	38.7
Boots and shoes.....	57.6	42.4	57.3	42.7	57.1	42.9
Lumber and products.....	91.8	8.2	91.7	8.3	91.4	8.6
Rough and dressed lumber.....	95.0	5.0	94.9	5.1	94.4	5.6
Furniture.....	89.0	11.0	88.6	11.4	88.4	11.6
Other lumber products.....	84.6	15.4	84.6	15.4	86.1	13.9
Plant products—edible.....	67.2	32.8	64.8	35.2	68.3	31.7
Pulp and paper products.....	79.7	20.3	79.6	20.4	79.9	20.1
Pulp and paper.....	94.6	5.4	94.7	5.3	94.8	5.2
Paper products.....	63.0	37.0	62.5	37.5	62.5	37.5
Printing and publishing.....	72.1	27.9	71.9	28.1	71.4	28.6
Rubber products.....	75.2	24.8	73.0	27.0	74.8	25.2
Textile products.....	46.9	53.1	45.9	54.1	45.8	54.2
Thread, yarn and cloth.....	61.4	38.6	61.4	38.6	60.5	39.5
Cotton yarn and cloth.....	61.4	38.6	57.1	42.9	57.0	43.0
Woolen yarn and cloth.....	58.7	41.3	57.1	42.9	57.0	43.0
Synthetic silk and silk goods.....	70.6	29.4	70.6	29.4	67.6	32.4
Hosiery and knit goods.....	36.2	63.8	36.0	64.0	35.5	64.5
Garments and personal furnishings.....	31.5	68.5	30.4	69.6	30.6	69.4
Other textile products.....	54.1	45.9	53.5	46.5	54.0	46.0
Tobacco.....	45.7	54.3	43.7	56.3	43.9	56.1
Beverages.....	75.9	24.1	75.3	24.7	75.8	24.2
Chemicals and allied products.....	88.9	11.1	88.9	11.1	88.2	11.8
Clay, glass and stone products.....	87.4	12.6	87.8	12.2	87.9	12.1
Electric light and power.....	28.4	71.6	28.2	71.8	28.1	71.9
Electrical apparatus.....	92.3	7.7	92.3	7.7	92.7	7.3
Iron and steel products.....	95.4	4.6	95.5	4.5	95.7	4.3
Crude, rolled and forged products.....	87.9	12.1	87.9	12.1	88.9	11.1
Machinery (other than vehicles).....	94.2	5.8	93.8	6.2	94.5	5.5
Agricultural implements.....	94.3	5.7	94.4	5.6	94.8	5.2
Land vehicles and aircraft.....	89.5	10.5	89.5	10.5	90.3	9.7
Automobiles and parts.....	96.2	3.8	96.2	3.8	96.2	3.8
Steel shipbuilding and repairing.....	93.8	6.2	94.0	6.0	93.1	6.9
Heating appliances.....	91.7	8.3	91.9	8.1	92.0	8.0
Iron and steel fabrication (n.e.s.).....	95.2	4.8	95.1	4.9	95.4	4.6
Foundry and machine shop products.....	84.8	15.2	84.8	15.2	85.2	14.8
Other iron and steel products.....	86.4	13.6	86.1	13.9	85.0	15.0
Non-ferrous metal products.....	91.0	9.0	91.1	8.9	91.4	8.6
Non-metallic mineral products.....	61.3	38.7	60.0	40.0	63.6	36.4
Miscellaneous.....	98.5	1.5	98.6	1.4	98.4	1.6
Logging	97.8	2.2	97.8	2.2	97.9	2.1
Mining	99.1	0.9	99.1	0.9	99.1	0.9
Coal.....	98.1	1.9	98.1	1.9	98.0	2.0
Metallic ores.....	95.2	4.8	95.4	4.6	95.7	4.3
Non-metallic minerals (except coal).....	47.1	52.9	47.2	52.8	47.4	52.6
Communications	81.8	18.2	82.0	18.0	81.5	18.5
Telegraphs.....	38.7	61.3	38.8	61.2	39.8	60.2
Telephones.....	93.9	6.1	94.1	5.9	94.1	5.9
Transportation	93.0	7.0	93.1	6.9	93.1	6.9
Street railways, cartage and storage.....	94.2	5.8	94.2	5.8	94.2	5.8
Steam railway operation.....	95.3	4.7	96.0	4.0	96.0	4.0
Shipping and stevedoring.....	97.8	2.2	98.2	1.8	98.0	2.0
Construction and Maintenance	97.0	3.0	97.4	2.6	97.4	2.6
Building.....	98.0	2.0	98.5	1.5	98.2	1.8
Highway.....	99.6	0.4	99.7	0.3	99.7	0.3
Railway.....	49.6	50.4	49.4	50.6	48.8	51.2
Services (as specified below).....	51.0	49.0	50.6	49.4	50.8	49.2
Hotels and restaurants.....	37.6	62.4	38.2	61.8	39.4	60.6
Personal (chiefly laundries).....	59.7	40.3	59.6	40.4	59.4	40.6
Trade	53.5	46.5	53.4	46.6	53.2	46.8
Retail.....	77.2	22.8	76.1	23.9	76.4	23.6
Wholesale.....	78.0	22.0	78.3	21.7	78.7	21.3
Eight Leading Industries	52.5	47.5	52.5	47.5	52.9	47.1
Finance	49.1	50.9	49.0	51.0	49.7	50.3
Banks and trust companies.....	64.4	35.6	64.4	35.6	64.9	35.1
Brokerage and stock market operations.....	56.4	43.6	56.5	43.5	56.4	43.6
Insurance.....	76.9	23.1	77.2	22.8	77.6	22.4
All industries	76.9	23.1	77.2	22.8	77.6	22.4

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	No.	No.	No.	cts.	cts.	cts.
*Jan. 1, 1945.....	39.6	39.7	39.5	70.0	77.1	60.9
*Jan. 1, 1946.....	38.1	37.5	38.7	67.9	74.7	61.7
*Jan. 1, 1947.....	38.1	38.0	38.1	76.3	83.3	69.4
*Jan. 1, 1948.....	38.3	38.5	38.1	86.6	92.9	80.0
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
April 1, 1949.....	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949.....	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949.....	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949.....	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949.....	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949.....	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949.....	42.8	42.8	42.9	99.5	108.0	91.4
Dec. 1, 1949.....	42.9	43.0	42.9	100.0	108.7	91.5
*Jan. 1, 1950.....	40.0	40.3	39.6	101.2	109.3	93.1

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURINGSOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
*Jan. 1, 1945.....	30.11	27.72	32.77	30.61	27.05	24.06
*Jan. 1, 1946.....	29.32	25.87	31.30	28.01	27.57	23.88
*Jan. 1, 1947.....	32.23	29.07	34.40	31.65	30.29	26.44
*Jan. 1, 1948.....	36.15	33.17	38.31	35.77	34.14	30.48
*Jan. 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
April 1, 1949.....	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949.....	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949.....	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949.....	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949.....	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949.....	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949.....	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949.....	44.95	42.59	48.15	46.22	42.09	39.21
Dec. 1, 1949.....	45.23	42.90	48.62	46.74	42.21	39.25
*Jan. 1, 1950.....	43.46	40.48	46.64	44.05	40.57	36.87

* See footnote to Table C-6.

¹ Exclusive of electric light and power.**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949	Jan. 1, 1950	Dec. 1, 1949	Jan. 1, 1949
Nova Scotia.....	38.7	43.0	41.0	94.7	89.9	86.6
New Brunswick.....	41.7	45.5	41.7	92.0	89.6	89.3
Quebec.....	41.2	44.5	42.3	91.3	90.6	88.3
Ontario.....	39.9	42.4	40.3	106.2	104.9	101.8
Manitoba.....	40.1	43.2	40.3	98.4	97.4	94.5
Saskatchewan.....	41.3	42.3	40.9	103.7	103.2	98.4
Alberta.....	40.2	42.7	40.1	101.9	101.7	99.3
British Columbia.....	34.5	38.6	35.1	120.8	119.5	117.6
Montreal.....	39.8	43.2	41.1	96.8	95.8	93.1
Toronto.....	39.1	41.6	39.1	103.9	103.4	100.1
Hamilton.....	39.7	42.5	40.8	117.7	114.7	108.5
Winnipeg.....	39.6	42.9	39.8	97.5	96.7	93.7
Vancouver.....	33.2	37.8	34.9	117.8	117.7	114.2

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Jan. 1 1950	Dec. 1 1949	Jan. 1 1949	Jan. 1 1950	Dec. 1 1949	Jan. 1 1949	Jan. 1 1950	Dec. 1 1949	Jan. 1 1949
	No.	No.	No.	cts.	cts.	cts.	\$	\$	\$
Manufacturing	40-0	42-9	40-6	101-2	100-0	97-2	40-48	42-90	39-46
•Durable manufactured goods.....	40-3	43-0	41-0	109-3	108-7	104-8	44-05	46-74	42-97
Non-durable manufactured goods.....	39-6	42-9	40-2	93-1	91-5	89-3	36-87	39-25	35-90
Animal products—edible.....	39-7	42-5	38-1	100-7	99-8	95-5	39-98	42-42	36-39
Dairy products.....	44-2	46-2	45-1	76-3	76-4	74-5	33-72	35-30	33-60
Meat products.....	40-4	43-5	37-6	109-6	108-9	105-1	44-28	47-37	39-52
Leather products.....	36-8	40-2	38-0	77-0	76-6	70-6	28-34	30-79	28-08
Leather boots and shoes.....	35-8	39-2	37-5	74-2	74-0	70-6	26-56	29-01	26-48
•Lumber products.....	37-6	42-1	37-7	92-7	92-3	89-4	34-86	38-86	33-70
Rough and dressed lumber.....	36-5	41-0	36-6	99-3	98-7	95-6	38-0	35-25	30-40
Containers.....	37-8	45-9	37-9	76-2	76-8	80-2	34-59	37-80	33-47
Furniture.....	39-9	43-7	39-8	86-7	86-5	84-7	37-41	40-47	36-64
•Musical instruments.....	42-8	46-2	44-3	87-4	87-6	82-1	31-12	34-02	30-98
Plant products—edible.....	38-8	43-9	40-5	80-2	77-3	76-5	31-47	42-68	37-48
Flour and other milled products.....	39-8	44-5	41-1	96-6	95-9	91-2	38-45	42-68	26-75
Fruit and vegetable preserving.....	35-3	41-0	37-0	77-3	72-8	72-3	34-17	34-61	33-51
Bread and bakery products.....	42-5	44-2	43-3	80-4	78-3	77-4	24-63	29-04	24-50
Chocolate and cocoa products.....	35-7	43-8	38-4	69-0	66-3	63-8	46-23	49-44	45-75
Pulp and paper products.....	42-3	45-4	43-0	109-3	108-9	106-4	51-46	55-14	52-87
Pulp and paper mills.....	45-3	48-2	46-5	113-6	114-4	113-7	51-46	55-14	52-87
Paper products.....	39-6	44-4	39-2	86-4	85-6	81-6	34-21	38-01	31-99
Printing and publishing.....	39-3	41-4	39-3	116-5	115-6	107-7	45-78	47-86	42-33
Rubber products.....	40-8	41-8	41-3	103-7	102-3	103-7	30-18	33-12	29-63
Textiles—all branches.....	37-3	41-4	38-2	80-9	80-0	77-3	34-87	37-35	33-41
Thread, yarn and cloth.....	41-0	44-2	41-3	84-9	84-5	80-9	36-25	37-02	35-66
Cotton yarn and cloth.....	42-7	43-6	42-2	84-9	84-9	84-5	35-40	35-02	30-74
Woolen yarn and cloth.....	40-0	43-8	40-5	81-0	80-0	75-2	39-68	42-36	32-36
Synthetic silk and silk goods.....	39-2	45-5	40-4	87-9	87-2	80-1	34-46	37-84	26-92
Hosiery and knit goods.....	36-4	42-4	37-7	74-9	75-1	71-4	27-26	31-97	25-55
Garments and personal furnishings.....	32-7	37-2	34-3	77-0	75-2	74-5	25-18	27-74	31-83
Tobacco.....	39-8	42-4	39-2	87-8	89-0	81-2	34-94	44-16	42-09
Beverages.....	43-4	43-9	43-3	101-4	100-6	97-2	44-01	45-92	43-60
Distilled and malt liquor.....	42-4	43-4	42-7	107-2	105-8	102-1	45-45	44-06	41-44
Chemicals and allied products.....	42-7	44-1	42-9	100-7	99-9	96-6	43-00	43-65	31-88
Drugs and medicines.....	40-8	41-4	39-9	83-2	83-7	79-9	33-95	34-65	31-88
•Clay, glass and stone products.....	42-7	45-7	42-3	99-3	98-5	94-7	42-40	43-61	37-94
Glass products.....	44-1	46-2	42-3	95-8	94-4	89-7	42-25	46-57	40-03
Lime, gypsum and cement products.....	43-1	46-9	43-0	99-1	99-3	93-1	42-71	45-75	43-39
•Electrical apparatus.....	39-8	41-9	40-4	110-7	109-2	107-4	44-06	45-75	43-39
Heavy electrical apparatus ¹	42-4	43-0	42-5	123-1	122-0	118-5	52-19	52-46	50-36
•Iron and steel products.....	40-6	43-0	41-8	114-3	114-3	108-9	46-41	49-15	45-52
Crude, rolled and forged products.....	40-7	43-1	42-4	121-4	120-9	111-3	49-41	52-73	47-56
Primary iron and steel.....	40-8	42-8	42-2	123-8	123-2	112-7	50-51	56-09	43-37
Machinery (other than vehicles).....	40-9	43-6	42-9	105-5	105-7	101-1	43-15	46-09	43-08
Agricultural implements.....	38-9	41-2	42-4	121-9	119-0	113-4	47-42	49-03	48-13
Land vehicles and aircraft.....	41-7	42-8	42-0	118-1	118-8	114-6	49-25	51-64	49-75
Railway rolling stock.....	43-8	44-9	44-5	113-8	115-0	111-8	49-84	49-88	47-31
Automobiles and parts.....	39-4	40-0	39-0	125-1	124-7	121-3	49-29	52-16	44-62
Aeroplanes and parts.....	41-9	46-0	43-4	109-7	113-4	102-8	45-96	52-65	43-91
Steel shipbuilding and repairing.....	38-9	42-7	41-0	110-9	111-6	107-1	43-14	48-32	41-69
Iron and steel fabrication n.e.s.....	39-3	43-1	40-4	108-6	109-6	103-2	42-68	47-24	41-81
Hardware, tools and cutlery.....	41-3	43-2	41-0	98-9	98-1	96-4	40-85	42-38	39-52
Foundry and machine shop products.....	38-8	42-8	40-7	112-2	112-9	106-7	43-53	44-16	40-27
Sheet metal work.....	37-5	43-0	40-8	102-1	102-7	98-7	38-29	48-33	44-12
•Non-ferrous metal products.....	42-6	44-3	41-7	109-7	109-1	105-8	46-73	53-62	.....
Smelting and refining.....	45-4	45-4	.....	119-4	118-1	.....	54-21	43-30	.....
Aluminum and its products.....	41-3	43-0	.....	100-8	100-7	.....	41-63	45-73	41-81
Brass and copper manufacturing.....	40-1	42-9	41-4	103-3	106-6	101-0	42-63	51-80	48-17
Non-metallic mineral products.....	41-4	42-6	42-0	123-0	121-6	114-7	50-59	54-70	50-80
Petroleum and its products.....	41-5	42-0	41-2	131-8	129-7	123-3	37-97	37-11	32-21
Miscellaneous manufactured products.....	39-0	43-0	38-9	87-1	86-3	82-8	33-97	33-10	44-97
Mining	40-2	44-4	38-4	120-0	119-6	117-1	48-24	53-52	40-75
Coal.....	35-1	40-3	31-2	131-3	132-8	130-6	48-09	53-52	48-45
Metallic ores.....	42-8	46-4	41-8	118-7	117-6	115-9	50-80	54-57	48-75
Non-metallic minerals (except coal).....	41-0	45-7	41-0	106-4	105-1	101-6	43-62	48-03	41-66
Local Transportation²	44-2	46-0	44-5	103-3	102-8	97-8	45-66	47-29	43-53
Building Construction	34-7	41-1	35-6	108-6	109-1	105-7	37-68	44-84	37-63
Highway Construction	37-5	38-8	35-9	89-4	86-5	84-4	33-53	33-56	30-30
Services (as indicated below)	41-4	42-7	41-4	64-7	64-8	61-8	26-79	27-67	25-59
Hotels and restaurants.....	43-3	43-6	42-8	63-4	63-5	61-1	27-45	27-69	26-15
Personal (chiefly laundries).....	37-5	41-0	38-5	67-8	67-7	63-5	25-43	27-76	24-45

*Industries classified in the durable manufactured goods industries.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Nov. 1, 1949, 231-1; Dec. 1, 1949, 231-5; Jan. 1, 1950, 233-6; at Jan. 1, 1949 the index was 224-9.

² Chiefly street and electric railways.

³ For information respecting the sex distribution of the persons in recorded employment, see Table C-5.

**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS
IN MANUFACTURING INDUSTRIES IN CANADA**

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding—		cts.	\$			
January 1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946.....	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947.....	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949.....	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949.....	42.9	100.0	42.90	142.0	130.7	108.6
January 1, 1950 ⁽¹⁾	42.9*	100.1	43.41*	143.6	130.3	110.2

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946 = 100).

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 40.0 hours, \$40.48.

⁽¹⁾ Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: Form UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
March 1945.....	82,623	39,233	121,856	56,170	32,067	88,237
March 1946.....	43,738	31,777	75,515	215,353	48,072	263,425
March 1947.....	36,801	34,995	71,796	156,820	37,994	194,814
March 1948.....	16,416	15,784	32,200	155,249	45,105	200,354
January 1949.....	11,996	13,063	25,059	150,474	36,185	186,659
February 1949.....	10,026	12,990	23,016	204,897	51,909	256,806
March 1949.....	14,444	13,544	23,731	209,866	51,898	261,764
April 1949.....	10,187	16,816	31,260	195,559	50,961	246,520
May 1949.....	21,673	21,840	43,513	158,794	44,932	203,726
June 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
July 1949.....	20,679	21,775	42,454	103,275	44,216	147,491
August 1949.....	18,043	19,313	37,356	97,154	42,090	139,244
September 1949.....	19,940	22,620	42,560	97,684	39,667	137,351
October 1949.....	20,837	20,629	41,466	101,504	41,543	143,047
November 1949.....	14,535	15,200	29,735	122,664	49,702	172,366
December 1949.....	10,400	12,085	22,485	164,345	56,439	220,784
January 1950.....	7,971	9,748	17,719	218,769	55,188	273,957
February 1950.....	8,315	10,076	18,391	301,039	74,557	375,596
March 1950(1).....	9,614	11,429	21,043	300,452	75,646	376,098

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT FEBRUARY 2, 1950

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from December 29, 1949	
				Absolute	Percentage
Agriculture, Fishing, Trapping.....	241	234	475	- 19	- 3.9
Logging.....	587	5	592	+ 62	+ 11.7
Pulpwood.....	267	.....	267	+ 24	+ 9.9
Lumber.....	286	5	291	+ 38	+ 15.0
Other Logging.....	34	.....	34	0-0	0-0
Mining.....	369	14	383	+ 95	+ 33.6
Coal.....	108	4	112	- 28	- 20.0
Metallic ores—					
Iron.....	12	.....	12	+ 5	+ 71.4
Gold.....	75	2	77	+ 11	+ 16.7
Nickel.....	112	.....	112	+ 90	+ 400.1
Other metallic ores and non-metallic minerals.....	41	6	47	+ 12	+ 34.3
Prospecting and oil producing.....	21	2	23	+ 5	+ 27.8
Manufacturing.....	2,272	2,488	4,760	+845	+ 21.6
Food and kindred products.....	187	146	333	+ 31	+ 10.3
Textiles, apparel, etc.....	248	1,477	1,725	+357	+ 26.1
Lumber and finished lumber products.....	374	65	439	+121	+ 38.1
Pulp and paper products and printing.....	253	155	408	+ 48	+ 13.3
Chemicals and allied products.....	104	69	173	+ 39	+ 29.1
Products of petroleum and coal.....	14	12	26	+ 13	+ 100.0
Rubber Products.....	28	22	50	- 18	- 26.5
Leather and products.....	65	201	266	+ 96	+ 56.5
Stone, clay and glass products.....	90	11	101	+ 11	+ 12.2
Iron and steel and products.....	166	51	217	- 58	- 21.1
Non-ferrous metals and products.....	104	21	125	- 26	- 17.2
Machinery.....	160	46	206	+ 26	+ 14.4
Electrical equipment and products.....	150	98	248	+ 92	+ 59.0
Transportation equipment and other manufacturing.....	329	114	443	+ 113	+ 34.2
Construction.....	664	77	741	-208	- 21.9
Transportation and Storage.....	445	53	498	- 21	- 4.1
Communications, and Other Public Utilities.....	131	220	351	+ 26	+ 8.0
Trade.....	1,481	1,377	2,858	+689	+ 31.8
Wholesale.....	538	320	858	+194	+ 29.2
Retail.....	943	1,057	2,000	+495	+ 32.9
Finance, Insurance, Real Estate.....	732	691	1,423	+ 70	+ 5.2
Service.....	1,390	4,915	5,305	-884	- 12.3
Public.....	431	372	803	-142	- 15.0
Domestic.....	62	3,922	3,084	-444	- 12.6
Personal.....	417	1,335	1,752	-304	- 14.8
Other service.....	480	186	666	+ 6	+ 0.9
All Industries.....	8,312	10,074	18,386	+655	+ 3.7

TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT FEBRUARY 2, 1950

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	807	272	1,079	4,635	952	5,587
Clerical Workers.....	879	2,509	3,388	9,772	16,526	26,298
Sales Workers.....	1,641	740	2,381	5,901	11,305	17,206
Personal and Domestic Service Workers.....	431	4,335	4,766	17,946	13,780	31,726
Seamen.....	5	.....	5	6,183	50	6,233
Agriculture and Fishing.....	234	3	237	3,443	1,103	4,546
Skilled and Semiskilled Workers.....	3,193	1,675	4,868	131,520	15,444	146,964
Food and kindred products.....	35	11	46	2,447	1,106	3,553
Textiles, clothing, etc.....	145	1,310	1,455	3,146	8,720	11,866
Lumber and wood products.....	729	2	731	12,720	215	12,935
Pulp, paper and printing.....	121	25	146	734	413	1,147
Leather and products.....	48	133	181	1,629	665	2,294
Stone, clay and glass products.....	17	2	19	470	69	539
Metalworking.....	405	15	420	13,488	620	14,108
Electrical.....	64	24	88	2,065	370	2,435
Transportation equipment, n.e.c.....	4	.....	4	628	95	723
Mining.....	207	.....	207	1,655	.....	1,655
Construction.....	286	.....	286	43,397	7	43,404
Transportation (except seamen).....	380	.....	380	21,007	63	21,070
Communications and public utility.....	19	.....	19	721	4	725
Trade and service.....	104	108	212	2,380	1,240	3,620
Other skilled and semiskilled.....	522	25	547	16,599	1,583	18,182
Foremen.....	39	8	47	2,819	165	2,984
Apprentices.....	68	12	80	5,615	109	5,724
Unskilled Workers.....	1,125	542	1,667	121,639	15,397	137,036
Food and tobacco.....	26	68	94	3,681	3,678	7,359
Lumber and lumber products.....	149	25	174	9,389	565	9,954
Metalworking.....	34	14	48	4,743	321	5,064
Construction.....	161	.....	161	23,995	4	23,999
Other unskilled workers.....	755	435	1,190	79,831	10,829	90,660
Total.....	8,315	10,076	18,391	301,039	74,557	375,596

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF JANUARY, 1950

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	237	215	167
Logging.....	404	414	299
Mining.....	167	159	107
Manufacturing.....	3,005	3,016	1,904
Food and kindred products.....	325	368	214
Textiles, apparel, etc.....	779	676	399
Lumber and finished lumber products.....	261	251	167
Pulp and paper products and printing.....	253	272	170
Chemicals and allied products.....	113	118	72
Products of petroleum and coal.....	15	16	9
Rubber products.....	34	31	24
Leather and products.....	137	132	85
Stone, clay and glass products.....	85	87	67
Iron and steel products.....	172	194	124
Non-ferrous metals and products.....	114	119	81
Machinery.....	176	192	121
Electrical equipment and products.....	171	173	98
Transportation equipment and other manufacturing.....	370	387	270
Construction.....	936	971	760
Transportation and Storage.....	543	583	417
Communications, and Other Public Utilities.....	149	127	76
Trade.....	1,681	1,945	1,046
Finance, Insurance, Real Estate.....	340	379	167
Service.....	4,173	4,314	3,027
All industries.....	11,635	12,123	7,970

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FIVE WEEKS—DECEMBER 30, 1949, TO FEBRUARY 2, 1950:
UNPLACED APPLICANTS AS AT FEBRUARY 23, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Feb. 23 1950
					Regular	Casual		
Newfoundland.....	138	46	7,540	117	73	7	14,650	18,054
Corner Brook.....	17	1	1,264	14	6	7	2,580	3,150
Grand Falls.....	4		602		4		1,654	2,482
St. John's.....	117	45	5,674	99	63		10,416	12,422
Prince Edward Island.....	227	75	1,347	225	154	25	2,615	2,635
Charlottetown.....	151	60	917	158	102	16	1,620	1,666
Summerside.....	76	15	430	67	52	9	995	969
Nova Scotia.....	1,632	542	10,664	2,049	900	415	20,282	20,599
Amherst.....	72	9	369	89	51	5	830	901
Bridgewater.....	52	21	404	54	33		924	891
Halifax.....	867	329	3,562	1,083	392	282	5,350	5,286
Inverness.....	9		234	9	9		586	663
Kentville.....	67	43	997	62	31	2	1,793	1,999
Liverpool.....	3	3	227	5	2		469	462
New Glasgow.....	253	27	1,170	321	201	33	2,800	2,976
Springhill.....	12		155	12	11		329	316
Sydney.....	252	73	2,147	291	107	92	4,115	4,211
Truro.....	67	36	527	90	35	1	949	906
Yarmouth-Shelburne.....	28	1	872	33	28		2,137	1,988
New Brunswick.....	1,583	404	8,511	1,728	1,113	206	17,266	16,955
Bathurst.....	26	2	692	35	19	5	1,623	1,733
Campbellton.....	60	15	408	55	24	6	1,096	1,126
Edmundston.....	202	2	412	202	194	5	952	902
Fredericton.....	151	77	545	139	64	25	1,080	844
Minto.....	69	11	393	79	66	1	512	503
Moncton.....	468	136	2,711	540	281	106	4,692	4,667
Newcastle.....	36	5	459	42	37		1,405	1,278
Saint John.....	448	126	1,929	483	326	39	3,534	3,366
St. Stephen.....	39	2	496	58	37	15	1,396	1,407
Sussex.....	52	21	127	54	35		279	317
Woodstock.....	41	7	337	50	30	4	797	812
Quebec.....	11,871	4,185	59,188	11,742	6,391	893	109,263	110,143
Asbestos.....	107	41	235	86	30	51	398	398
Beauharnois.....	28	14	430	37	24		710	690
Buckingham.....	63	6	302	65	53	4	663	737
Causapsca.....	7	2	313	7	5		850	842
Chandler.....	70	51	945	16	6	10	1,724	1,722
Chicoutimi.....	110	36	835	122	54	16	1,855	1,848
Dolbeau.....	5	1	229	9	4		483	488
Drummondville.....	159	19	732	168	143		1,605	1,545
Farnham.....	20	19	300	6	6		595	626
Granby.....	77	15	759	94	5	5	1,208	1,159
Hull.....	215	50	1,708	227	136	13	3,084	3,210
Joliette.....	110	50	971	144	70	2	1,645	1,660
Jonquiere.....	82	22	539	80	40		1,566	1,605
Lachute.....	33	13	238	38	19	1	538	553
La Malbaie.....	22	19	345	11	3		1,185	1,022
La Tuque.....	288	68	619	157	206	1	757	614
Levis.....	73	37	1,233	119	43		3,393	3,359
Matane.....	54	31	595	73	28		1,207	1,327
Megantic.....	29	1	303	36	23		702	730
Mont-Laurier.....	19	3	188	21	19		338	327
Montmagny.....	34	16	600	25	19		970	932
Montreal.....	7,191	2,788	25,222	6,223	3,535	496	38,834	39,577
Port Alfred.....	5	1	219	4	4		920	896
Quebec.....	868	291	5,556	1,245	505	68	12,089	11,806
Rimouski.....	11	4	549	8	7		1,601	1,701
Riviere du Loup.....	77	3	943	77	72		1,863	1,765
Rouyn.....	157	28	805	273	97	37	1,068	1,225
St. Agathe.....	71	9	399	90	75		648	705
St. Anne de Bellevue.....	14	12	407	11	16		683	683
St. Therese.....	45	14	518	47			1,238	1,321
St. Georges de Beauce.....	165	133	569	171	122	3	1,064	1,146
St. Hyacinthe.....	73	64	624	74	22	20	1,398	1,419
St. Jean.....	173	37	667	153	81		1,075	1,093
St. Jerome.....	67	15	863	67	50	1	1,383	1,308
St. Joseph d'Alma.....	6	2	328	7	5		838	875
Shawinigan Falls.....	91	7	1,173	174	28	41	3,272	3,194
Sherbrooke.....	520	77	2,534	640	313	89	4,134	4,345
Sorel.....	64	12	695	54	41		1,941	1,831
Thetford Mines.....	124	40	653	166	81	1	1,144	1,109
Three Rivers.....	284	68	1,951	448	182	21	4,929	4,996
Val d'Or.....	102	30	535	96	60	11	846	832
Valleyfield.....	56	11	857	59	50	1	1,549	1,515
Victoriaville.....	102	25	702	112	80	1	1,370	1,407

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FIVE WEEKS—DECEMBER 30, 1949, TO FEBRUARY 2, 1950:
UNPLACED APPLICANTS AS AT FEBRUARY 23, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Feb. 23 1950
					Regular	Casual		
Ontario.....	26,353	9,666	73,950	26,367	14,405	3,120	94,798	94,219
Arnprior.....	45	5	144	45	42	.....	258	266
Barrie.....	253	65	678	223	137	24	737	745
Belleville.....	147	24	988	169	96	13	1,340	1,452
Bracebridge.....	35	5	413	50	28	2	584	567
Brampton.....	97	24	276	102	50	15	298	310
Brantford.....	392	89	1,128	367	252	30	1,859	1,887
Brockville.....	67	1	317	88	60	4	393	379
Carleton Place.....	37	32	150	67	60	.....	373	390
Chatham.....	252	26	871	288	192	41	1,005	1,013
Cobourg.....	173	10	318	204	151	20	393	406
Collingwood.....	141	.....	418	153	140	.....	820	843
Cornwall.....	259	19	1,178	296	204	26	2,027	1,941
Fort Erie.....	68	9	349	83	69	3	468	365
Fort Frances.....	94	19	243	103	67	10	294	317
Fort William.....	312	56	1,063	307	209	37	2,007	2,216
Galt.....	216	94	710	145	106	3	710	589
Gananoque.....	28	.....	94	31	22	6	226	230
Goderich.....	44	65	119	43	31	2	306	334
Guelph.....	268	66	864	288	83	90	1,088	1,227
Hamilton.....	1,563	619	5,851	1,995	728	337	8,023	7,804
Hawkesbury.....	61	18	363	44	45	.....	864	845
Ingersoll.....	107	44	367	102	69	1	203	222
Kapuskasing.....	126	22	145	121	99	.....	156	138
Kenora.....	99	27	277	72	77	.....	378	397
Kingston.....	444	71	1,211	493	350	36	1,200	1,281
Kirkland Lake.....	209	34	617	199	75	56	795	808
Kitchener-Waterloo.....	544	184	1,002	510	371	25	1,123	1,152
Leamington.....	97	19	512	117	69	8	616	535
Lindsay.....	120	16	371	144	96	12	469	482
Listowel.....	34	24	279	39	13	2	345	313
London.....	1,340	561	2,861	1,623	807	224	2,340	2,144
Midland.....	103	25	672	136	108	2	1,305	1,183
Napanee.....	22	.....	243	24	16	6	393	429
New Toronto.....	336	72	1,149	268	199	12	1,290	1,231
Niagara Falls.....	120	20	664	124	56	25	1,249	1,331
North Bay.....	214	65	824	261	121	19	1,039	903
Orillia.....	168	7	448	183	124	32	961	978
Oshawa.....	538	113	1,679	618	397	24	2,003	1,898
Ottawa.....	1,251	531	3,785	1,267	568	227	4,991	5,209
Owen Sound.....	115	24	866	146	64	24	1,777	1,397
Parry Sound.....	56	8	265	53	37	11	419	390
Pembroke.....	87	28	513	94	43	16	904	902
Perth.....	69	8	231	77	52	11	328	329
Peterborough.....	299	17	1,106	376	286	2	1,590	1,613
Pictou.....	18	4	141	24	14	.....	374	352
Port Arthur.....	379	31	1,238	365	268	65	2,168	2,328
Port Colborne.....	28	5	323	29	21	4	720	696
Prescott.....	16	11	229	24	16	.....	404	417
Renfrew.....	45	8	211	50	40	.....	403	520
St. Catharines.....	455	102	1,637	404	257	58	2,465	2,455
St. Thomas.....	393	46	926	678	341	12	537	536
Sarnia.....	228	50	789	264	158	3	1,084	1,025
Sault Ste. Marie.....	251	30	889	244	180	33	1,132	1,218
Simcoe.....	72	22	469	84	42	11	667	688
Sioux Lookout.....	127	72	116	82	53	5	100	105
Smiths' Falls.....	92	6	380	114	80	3	574	500
Stratford.....	175	55	500	196	86	30	603	566
Sturgeon Falls.....	45	16	198	61	37	.....	422	443
Sudbury.....	526	264	1,468	321	199	53	1,910	1,922
Timmins.....	423	57	1,032	644	295	96	1,216	1,223
Toronto.....	10,402	5,423	19,817	8,755	4,469	1,114	19,612	19,920
Trenton.....	191	51	532	197	131	.....	735	711
Walkerton.....	44	26	227	52	27	.....	413	507
Wallaceburg.....	87	5	288	94	83	.....	514	463
Welland.....	132	44	766	137	84	3	1,949	1,846
Weston.....	197	60	587	204	100	2	591	590
Windsor.....	868	45	4,187	1,090	500	189	5,803	5,261
Woodstock.....	109	64	373	116	58	1	455	535
Manitoba.....	4,600	1,299	13,849	4,772	1,687	1,599	18,358	19,410
Brandon.....	345	182	1,007	330	204	27	1,220	1,388
Dauphin.....	73	12	332	91	42	4	582	648
Flin Flon.....	62	20	182	68	36	6	180	150
Portage La Prairie.....	57	36	469	53	25	4	761	803
The Pas.....	62	52	64	23	29	.....	120	124
Winnipeg.....	4,001	997	11,795	4,207	1,351	1,558	15,495	16,297

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS—DECEMBER 30, 1949, TO FEBRUARY 2, 1950: UNPLACED APPLICANTS AS AT FEBRUARY 23, 1950

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Feb. 23 1950
					Regular	Casual		
Saskatchewan	2,130	671	8,274	2,489	933	709	12,866	12,817
Estevan.....	31	12	154	49	41	1	260	280
Moose Jaw.....	155	62	844	167	89	24	1,609	1,699
North Battleford.....	77	28	507	71	54	10	914	930
Prince Albert.....	164	57	869	198	117	14	1,347	1,397
Regina.....	1,058	189	2,579	1,300	352	514	3,150	2,960
Saskatoon.....	482	195	1,964	560	202	123	3,099	3,020
Swift Current.....	25	35	340	22	12	3	848	895
Weyburn.....	57	16	245	71	44	11	352	365
Yorkton.....	81	77	772	51	22	9	1,287	1,271
Alberta	4,246	1,142	13,768	4,726	2,542	677	16,478	16,383
Blairmore.....	54	25	168	35	34	.....	200	192
Calgary.....	1,288	310	4,781	1,590	687	266	5,944	5,939
Drumheller.....	71	11	181	68	63	.....	253	279
Edmonton.....	2,257	551	6,203	2,493	1,345	382	6,493	6,379
Edson.....	166	61	145	134	132	.....	104	113
Lethbridge.....	183	80	1,278	188	115	23	2,142	2,105
Medicine Hat.....	147	60	552	125	109	.....	733	774
Red Deer.....	80	44	460	93	57	6	609	602
British Columbia	5,346	1,143	42,103	6,399	2,571	1,428	68,933	63,337
Chilliwack.....	188	12	1,157	202	115	59	2,348	2,349
Courtenay.....	42	7	563	32	11	20	1,380	1,372
Cranbrook.....	32	.....	539	35	14	18	831	977
Dawson Creek.....	65	9	197	64	61	.....	222	242
Duncan.....	56	7	1,096	95	24	23	1,714	1,693
Kamloops.....	135	35	505	109	97	.....	704	677
Kelowna.....	30	11	696	43	13	16	1,541	1,463
Nanaimo.....	84	8	1,943	84	52	22	3,342	2,947
Nelson.....	43	9	740	57	35	2	1,247	1,399
New Westminster.....	463	145	6,723	518	218	160	10,375	7,844
North Vancouver.....	127	14	1,251	166	29	85	2,155	1,965
Penticton.....	50	1	611	61	29	13	1,395	1,394
Port Alberni.....	58	11	908	67	30	11	1,201	890
Prince George.....	420	9	1,001	521	279	108	1,101	939
Prince Rupert.....	48	21	488	86	47	1	799	751
Princeton.....	40	3	163	42	31	7	205	199
Trail.....	63	12	502	128	31	28	774	785
Vancouver.....	2,691	591	18,629	3,346	1,174	580	31,177	29,659
Vernon.....	22	.....	870	26	22	.....	1,686	1,733
Victoria.....	613	176	3,334	645	211	272	4,511	3,824
Whitehorse.....	76	22	187	72	48	3	225	235
Canada	58,176	19,173	239,194	60,614	30,772	9,079	375,609	374,552
Males.....	32,048	8,916	178,812	32,985	18,668	4,910	301,048	298,891
Females.....	26,128	10,257	60,382	27,629	12,104	4,169	74,561	75,661

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1940-1950

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	902,273	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	661,948	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	494,164	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	439,577	1,958,697	624,052	235,360	859,412
1947.....	1,189,946	459,332	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	494,056	1,656,627	497,916	214,424	712,340
1949.....	1,285,690	60,382	1,790,646	464,363	219,816	684,179
1950 (5 weeks).....	178,812	.....	239,194	23,578	16,273	39,851

E—Unemployment Insurance

**TABLE E-1. REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS
FROM APRIL 1, 1948, TO JANUARY 31, 1949, AND FROM APRIL 1, 1949, TO JANUARY
31, 1950**

Region	1948-49		1949-1950	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,834	266,869	18,789	330,390
Quebec.....	55,486	1,010,769	57,391	1,024,391
Ontario.....	75,891	1,403,429	81,157	1,470,126
Prairie.....	39,804	544,431	42,597	554,964
Pacific.....	24,148	378,499	25,411	384,171
Total for Canada.....	211,163	3,603,997	225,345	3,764,042

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER
OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF
JANUARY 31, 1950**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	246	71	25	53	46	23	28
Male.....	236	68	25	51	46	21	25
Female.....	10	3		2		2	3
(Male).....	(9,371)	(4,165)	(189)	(641)	(1,706)	(1,240)	(1,430)
(Female).....	(230)	(46)	(11)	(33)	(54)	(30)	(56)
Prince Edward Island.....	1,961	353	220	436	567	220	165
Male.....	1,688	299	185	378	523	181	122
Female.....	273	54	35	58	44	39	43
Nova Scotia.....	17,952	4,072	2,279	3,463	3,969	1,847	2,322
Male.....	15,968	3,629	2,022	3,118	3,593	1,675	1,931
Female.....	1,984	443	257	345	376	172	391
New Brunswick.....	14,601	2,562	1,349	2,432	3,873	2,146	2,239
Male.....	12,351	2,135	1,137	2,058	3,393	1,865	1,763
Female.....	2,250	427	212	374	480	281	476
Quebec.....	98,202	19,413	11,895	16,313	23,889	12,218	14,474
Male.....	80,186	15,921	9,642	13,462	20,576	10,188	10,397
Female.....	18,016	3,492	2,253	2,851	3,313	2,030	4,077
Ontario.....	78,655	19,635	9,915	14,485	16,595	7,989	10,036
Male.....	61,604	15,638	7,682	11,486	13,787	6,179	6,832
Female.....	17,051	3,997	2,233	2,999	2,808	1,810	3,204
Manitoba.....	15,570	3,504	1,784	3,194	3,688	1,672	1,728
Male.....	11,486	2,539	1,224	2,353	2,926	1,359	1,085
Female.....	4,084	965	560	841	762	313	643
Saskatchewan.....	10,794	2,010	1,161	2,223	3,153	1,300	947
Male.....	8,863	1,622	923	1,778	2,805	1,092	643
Female.....	1,931	388	238	445	348	208	304
Alberta.....	15,843	6,069	1,742	2,830	3,078	1,101	1,023
Male.....	13,488	5,259	1,444	2,373	2,793	864	755
Female.....	2,355	810	298	457	285	237	268
British Columbia.....	59,349	14,192	8,314	11,655	12,885	5,537	6,766
Male.....	50,675	12,610	7,241	9,919	11,190	4,426	5,289
Female.....	8,674	1,582	1,073	1,736	1,695	1,111	1,477
TOTAL.....	313,173	71,881	38,684	57,084	71,743	34,053	39,728
MALE.....	256,545	59,720	31,525	46,976	61,632	27,850	28,842
FEMALE.....	56,628	12,161	7,159	10,108	10,111	6,203	10,886

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in totals.

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942, TO JANUARY, 1950

—	1942	1943	1944	1945	1946	1947	1948 ⁽¹⁾	1949 ⁽¹⁾	1950 ⁽¹⁾
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305	196,624
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759	
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402	
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979	
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692	
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114	
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750	
September.....	1,113	1,013	3,715	40,473	28,555	25,847	33,036	59,080	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	124,889	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	150,480	
Total....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	1,057,127	196,624

⁽¹⁾ Revised claims included. See Table E-4 for analysis of claims filed at local offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, JANUARY, 1950

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	394 (6,981)	342 (6,444)	25 (167)	27 (370)	146 (3,480)	70 (589)	 (3)	256 (4,311)
Prince Edward Island.....	1,172	843	237	92	1,031	197	.....	230
Nova Scotia.....	11,095	7,077	3,222	796	9,120	1,687	32	2,866
New Brunswick.....	7,666	5,168	1,959	539	6,574	1,197	13	1,803
Quebec.....	54,828	37,304	13,217	4,307	48,146	8,735	217	14,220
Ontario.....	55,672	36,753	14,191	4,728	43,092	9,130	368	14,178
Manitoba.....	9,877	6,530	2,440	907	8,212	1,861	115	1,840
Saskatchewan.....	6,511	4,875	1,093	543	5,367	1,211	20	1,633
Alberta.....	10,012	7,501	1,874	637	7,641	1,569	45	3,119
British Columbia.....	39,397	27,478	9,924	1,995	28,164	5,382	104	15,305
Total Canada, January, 1950.....	196,624	133,871	48,182	14,571	157,483	31,039 ⁽¹⁾	914	55,450
Total Canada, December, 1949.....	150,480	91,957	47,449	11,074	109,892	22,404 ⁽²⁾	924	49,370
Total Canada January, 1949.....	140,305	96,210	30,439	13,656	115,744	23,959 ⁽³⁾	1,120	33,567

(1) In addition, there were 1,108 special requests not granted.

(2) In addition, there were 885 special requests not granted.

(3) In addition, there were 1,139 special requests not granted.

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in totals.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of January 1949	Month of January 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	13,751	18,524	75,874
Not unemployed.....	568	3,483	8,994
Not capable of and not available for work.....	603	732	8,217
Loss of work due to a labour dispute.....	33	29	2,110
Refused offer of work and neglected opportunity to work.....	735	522	11,710
Discharged for misconduct.....	857	914	7,033
Voluntarily left employment without just cause.....	4,604	3,570	36,162
Other reasons ⁽¹⁾	2,808	3,265	14,327
Total.....	23,959	31,039	164,427

(1) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK JANUARY 28 TO FEBRUARY 3, INCLUSIVE AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID DURING MONTH OF JANUARY, 1950

Province	Number Receiving Benefit During Week January 28 to February 3, Inclusive	Number Commencing Benefit During Week	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	100 (6,585)	73 (1,658)	2,861 (124,143)	7,602 (318,089)
Prince Edward Island.....	1,098	909	29,866	66,732
Nova Scotia.....	12,480	7,635	281,150	679,506
New Brunswick.....	10,218	5,489	238,562	569,755
Quebec.....	71,283	41,494	1,740,964	4,114,029
Ontario.....	54,947	34,609	1,244,208	2,951,172
Manitoba.....	11,373	7,091	232,781	541,856
Saskatchewan.....	8,380	4,922	172,046	412,100
Alberta.....	9,095	6,387	183,213	450,115
British Columbia.....	39,989	24,010	799,730	1,988,275
Total, Canada, January, 1950.....	218,963	132,619	4,925,381	11,781,142
Total, Canada, December, 1949.....	.....	89,823	3,066,888	7,181,001
Total, Canada, January, 1949.....	.....	92,713	3,056,418	6,727,221

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JANUARY 31, 1950

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)										DISBURSEMENTS		Balance in Fund
	RECEIPTS										Benefit Payments	Total Revenue	
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on Sale of Securities						
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81		269,268 74	43,991,999 60	27,752 92		43,964,246 68		
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75		114,011,029 93		
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29		190,327,941 19		
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51		268,034,459 86		
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34		317,240,660 34		
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18		372,878,625 64		
1948.....	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,306,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32		447,734,939 21		
1949.....	46,686,689 27	14,363,308 41	37,531,562 30	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,520 33	49,826,752 16		529,535,437 38		
April.....	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	959,568 37	1,190 00	1,078,855 51	10,826,256 31	7,944,066 04		532,417,627 65		
May.....	3,882,190 78	1,083,371 36	2,911,585 00	7,877,147 14	1,574,182 43	1,250 00	1,103,618 19	10,556,197 76	5,508,883 01		537,404,962 40		
June.....	4,142,564 77	1,172,772 22	3,044,609 46	8,359,946 45	1,671,443 95	1,454 00	1,119,134 83	11,151,979 23	4,109,708 12		544,507,233 51		
July.....	4,122,196 18	1,284,065 53	3,226,412 12	8,632,673 83	1,726,653 38	1,157 10	1,137,124 22	11,497,608 53	3,381,091 58		552,623,760 46		
August.....	4,208,807 86	1,104,055 98	3,252,116 82	8,564,980 66	1,713,434 31	1,113 55	1,156,157 96	11,435,686 48	3,713,885 12		560,345,551 82		
September.....	4,815,552 07	1,215,256 28	3,132,075 17	9,162,883 52	1,814,427 80	1,637 00	1,192,952 86	12,171,901 18	3,669,715 08		568,847,737 92		
October.....	4,489,023 31	1,176,699 41	3,207,662 10	8,873,364 82	1,794,089 38	2,021 50	1,265,270 78	11,934,766 48	3,841,811 48		576,940,692 92		
November.....	4,576,901 29	1,203,865 64	3,360,446 27	9,141,213 20	1,721,995 05	1,565 00	1,279,433 72	12,144,206 97	5,045,183 99		584,039,715 90		
December.....	4,812,352 69	1,194,796 11	3,270,038 26	9,277,187 06	1,962,148 98	1,471 00	1,292,933 04	12,533,740 08	7,177,759 74		589,395,696 24		
January, 1950.....	4,205,601 79	1,149,069 77	3,584,640 19	8,939,311 75	1,787,987 42	1,540 57	1,297,019 58	12,025,859 32	11,779,344 39		589,642,210 67		
SUB TOTAL.....	43,914,765 84	11,981,684 07	31,718,920 95	87,615,370 86	16,725,931 07	14,399 72	11,922,500 69	116,278,202 34	56,171,429 05		589,642,210 67		
GRAND TOTAL.....	322,571,656 10	106,156,609 43	199,241,021 27	627,969,286 80	125,598,362 47	38,208 29	59,521,039 63	813,126,897 19	223,484,686 52		589,642,210 67		

Contributions for Armed Service (included in "Bulk" column)

To March 31, 1949.....	\$42,982,104 41
April 1, 1949, to date.....	4,084,943 74
Total.....	\$47,047,048 15

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.6	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	60.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	65.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	186.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	185.7
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.0
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	184.7

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—			b	b	b					
1—Charlottetown.....	71.0	65.0	57.7	49.7	45.7			58.5	45.7	79.7
Nova Scotia—										
2—Halifax.....	72.6	67.7	67.0	50.7	46.3		70.0	60.1	44.3	87.8
3—New Glasgow.....	80.0	72.9	68.2	b 51.6	48.0		71.3	61.0	48.0	82.4
4—Sydney.....	75.7	72.0			44.3			60.5		88.6
5—Truro.....	66.3	61.3								83.4
New Brunswick—										
6—Fredericton.....	71.8	64.0	62.0	45.5	43.3	53.4		57.8	43.6	83.3
7—Moncton.....	74.6	69.2	70.7	50.1	44.9		70.3	65.4	46.7	84.1
8—Saint John.....	75.5	70.0	62.7	48.0	45.0	53.4	70.0	62.3	42.8	85.1
Quebec—										
9—Chicoutimi.....	80.0	76.0		55.0					49.5	
10—Hull.....	66.9	65.5	62.6	46.3	44.0	50.6		58.6	43.0	77.3
11—Montreal.....	74.4	72.0	69.3	44.3	44.2	50.0	70.1	55.3	44.0	74.6
12—Quebec.....	74.8	72.9	65.1	42.8	38.6	54.7	69.9	44.6	39.3	74.6
13—St. Hyacinthe.....	64.0	63.3	61.8	46.0	39.7	60.0		56.8	45.4	71.0
14—St. Johns.....										75.7
15—Sherbrooke.....	75.5	71.3	68.1	49.0	45.6	54.7		59.0	47.2	80.3
16—Sorel.....	66.7	65.0		45.0				65.0		76.6
17—Thetford Mines.....		66.7		44.0					39.3	
18—Three Rivers.....	74.0	68.9	60.0	46.3	40.7	46.0	58.0	55.1	43.0	76.1
Ontario—										
19—Belleville.....	68.0	67.7	67.7		51.7		71.3		38.0	81.4
20—Brantford.....	70.3	67.4	67.5	51.1	47.5	56.2	75.7	62.3	41.2	83.7
21—Brookville.....	72.3	72.6	72.7	52.7	48.6		72.3	64.3	46.2	81.8
22—Chatham.....	71.6	69.6	67.6	b 49.8	51.3			69.0	46.5	83.8
23—Cornwall.....	70.7	69.3	68.0	48.7	50.5			60.0	45.0	80.7
24—Fort William.....	63.0	59.0	67.2	51.5	47.8			58.2		83.3
25—Galt.....	71.8	68.4	68.0	53.2 b	48.0			61.7	44.5	81.6
26—Guelph.....	72.6	69.6	70.9	52.5	49.0	50.8	74.7	63.2	38.1	84.3
27—Hamilton.....	72.7	69.6	67.3	51.8	49.0	57.6	80.9	63.4	40.6	79.3
28—Kingston.....	68.2	67.3	65.3	49.6	46.3		72.0	60.6	39.1	80.5
29—Kitchener.....	71.3	70.0	66.8	52.7	51.5	56.0	74.8	62.4	41.8	83.1
30—London.....	71.0	70.3	67.1	51.3	48.1	49.3	75.1	65.1	40.9	85.0
31—Niagara Falls.....	69.9	69.1	69.0	51.4	48.2		84.3	61.8	41.2	82.7
32—North Bay.....	70.5	69.0	65.3	52.3	49.3		71.3	65.0		83.0
33—Oshawa.....	69.1	69.0	67.4	52.7	46.9	50.7		60.0	40.0	79.3

COAL AND RENTALS BY CITIES, FEBRUARY, 1959

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolls, oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	nts.	cts.	cts.	cts.
P.E.I.—			e							
1—Charlottetown.....	21-2	29-9	42-4	16-0	66-4	33-3	10-7	7-7	10-3	16-4
Nova Scotia—										
2—Halifax.....	23-7	30-1	49-5	19-0	68-7	30-9	11-2	7-8	11-9	15-8
3—New Glasgow.....	23-0	30-0	47-7	19-0	68-7	31-8	12-0	7-6	11-5	16-5
4—Sydney.....	21-2	28-7	49-2	20-0	67-8	31-2	12-0	7-7	11-9	16-5
5—Truro.....	23-2	29-7	47-0	18-0	68-9	31-7	12-0	7-8	12-0	15-5
New Brunswick—										
6—Fredericton.....	22-7	30-8	49-0	17-0	68-7	31-9	11-3	7-6	11-6	15-3
7—Moncton.....	23-5	30-4	45-9	17-0	68-2	31-1	11-3	8-0	12-3	15-7
8—Saint John.....	23-3	30-4	49-4	18-0	69-0	31-8	11-3	7-8	11-0	15-0
Quebec—										
9—Chicoutimi.....	23-2	33-0	.....	17-0	64-1	32-4	11-2	7-9	.....	.....
10—Hull.....	18-7	29-7	44-3	18-0	64-6	29-9	10-0	7-0	10-6	14-2
11—Montreal.....	20-1	30-3	48-0	17-5	64-5	29-4	10-0	7-1	10-6	14-9
12—Quebec.....	18-8	29-8	45-1	17-0	64-4	30-8	9-5	7-1	11-2	15-4
13—St. Hyacinthe.....	21-8	30-1	45-3	16-0	64-7	29-3	10-0	7-2	10-8	14-9
14—St. Johns.....	20-6	31-0	43-5	16-0	65-0	31-3	8-7	7-5	11-4	15-0
15—Sherbrooke.....	22-2	29-4	48-9	17-0	64-4	30-9	10-2	7-6	11-1	15-4
16—Sorel.....	20-5	29-4	40-8	16-0	64-4	30-0	9-3	7-6	11-2	15-0
17—Thetford Mines.....	25-0	30-0	40-3	16-0	64-2	29-9	9-3	8-1	11-3	15-8
18—Three Rivers.....	19-9	29-5	44-4	17-0	62-1	29-9	8-7	7-1	11-2	15-0
Ontario—			f							
19—Belleville.....	22-8	30-1	43-7	18-0	65-9	30-0	10-0	7-6	11-0	14-9
20—Brantford.....	18-8	29-6	44-4	18-0	65-1	28-4	10-0	7-3	10-9	14-7
21—Brockville.....	21-2	30-6	45-0	18-0	65-1	28-7	10-0	7-3	11-2	14-5
22—Chatham.....	19-5	31-1	43-7	18-0	66-9	29-4	10-0	7-4	11-5	14-7
23—Cornwall.....	22-1	29-6	40-7	18-0	65-8	29-6	8-7	7-1	11-1	14-6
24—Fort William.....	20-1	29-3	48-7	20-0	64-5	30-8	10-7	7-2	10-2	15-2
25—Galt.....	18-5	30-0	44-3	18-0	65-7	28-9	10-0	7-4	10-6	14-6
26—Guelph.....	19-7	29-6	45-1	18-0	65-3	28-9	10-0	7-3	10-9	14-9
27—Hamilton.....	19-4	29-8	46-2	19-0	66-2	28-8	10-0	7-2	10-8	14-7
28—Kingston.....	19-6	30-4	39-8	18-0	64-8	29-2	9-3	7-1	10-8	14-6
29—Kitchener.....	20-1	30-2	45-5	18-0	65-7	29-2	10-0	7-5	10-8	14-7
30—London.....	20-4	30-1	43-9	18-0	65-5	29-3	10-0	7-0	10-9	14-4
31—Niagara Falls.....	19-9	30-0	46-4	19-0	66-8	29-4	10-0	7-1	10-5	14-6
32—North Bay.....	23-5	31-6	47-2	18-0	67-7	29-9	10-7	7-9	11-8	15-7
33—Oshawa.....	19-9	29-5	43-4	18-0	65-5	28-8	10-0	7-5	10-8	14-7

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	70.5	68.3	68.9	52.2	47.9	50.4	76.1	58.0	45.7	77.1
35—Owen Sound.....	70.3	67.6	66.9	52.0	45.7	.....	69.7	61.1	40.8	84.4
36—Peterborough.....	70.2	68.0	66.3	51.9	50.0	52.7	79.8	62.0	39.0	82.3
37—Port Arthur.....	64.2	61.8	64.4	49.5	49.1	51.0	.....	56.9	43.7	79.3
38—St. Catharines.....	71.3	69.0	69.0	51.0	49.0	52.7	.....	59.7	.....	80.5
39—St. Thomas.....	70.0	68.8	68.0	52.0	48.0	.....	.....	65.0	38.7	82.0
40—Sarnia.....	70.3	67.9	65.7	52.0	48.1	61.7	73.3	62.7	40.4	82.3
41—Sault Ste. Marie.....	67.3	67.1	63.0	49.7	55.8	.....	.....	63.8	45.5	78.5
42—Stratford.....	68.7	68.0	66.3	51.7	48.3	.....	.....	56.7	38.0	83.4
43—Sudbury.....	70.8	69.7	67.8	50.3	51.0	53.7	71.3	59.6	47.8	82.9
44—Timmins.....	70.5	68.7	65.7	50.2	48.0	59.0	71.3	58.7	44.2	82.1
45—Toronto.....	72.7	68.3	71.9	53.2	47.3	59.9	74.4	61.9	39.8	82.8
46—Welland.....	71.0	68.4	66.0	50.7	46.9	55.7	83.3	62.0	43.4	80.9
47—Windsor.....	72.0	69.6	65.2	48.6	49.3	56.3	73.4	59.9	38.0	84.1
48—Woodstock.....	73.0	69.3	66.3	53.7	46.2	58.3	80.0	61.0	38.3	83.2
Manitoba—										
49—Brandon.....	69.7	65.0	.....	.....	47.7	.....	73.3	61.3	43.3	84.4
50—Winnipeg.....	64.9	61.1	66.6	50.3	46.2	52.7	71.5	57.0	41.8	77.3
Saskatchewan—										
51—Moose Jaw.....	67.5	61.8	64.2 _b	48.7	48.4	55.7	68.3	56.0	40.2	83.7
52—Prince Albert.....	62.3	58.8	57.3	43.5	45.8	57.5	66.3	55.2	38.7	76.2
53—Regina.....	65.5	62.8	64.7	48.2 _b	46.9	55.8	71.6	57.4	44.3 _d	87.5
54—Saskatoon.....	62.9	59.7	57.9	45.6	48.0	65.0	.....	56.0	41.7	83.7
Alberta—										
55—Calgary.....	69.3	67.0	70.6	56.0	48.3	57.7	75.8	56.9	47.6	85.3
56—Drumheller.....	68.7	66.3	65.7	48.7 _b	47.7	.....	.....	58.7	45.0	87.5
57—Edmonton.....	66.6	61.7	62.8	45.9	44.9	57.4	66.5	54.8	39.2	85.3
58—Lethbridge.....	71.3	66.0	70.0	50.5	48.3	57.3	74.7	55.0	41.0	88.4
British Columbia—										
59—Nanaimo.....	82.5	76.5	80.5	58.3	55.6	.....	85.0	66.7	51.7	89.0
60—New Westminster.....	75.0	68.3	68.4	55.8	53.3	56.7	76.3	63.0	51.5	94.3
61—Prince Rupert.....	88.7	80.0	88.3	52.7	51.7	.....	.....	66.7	56.0	92.0
62—Trail.....	74.5	72.3	73.5	54.0	54.5	.....	77.3	63.3	52.3	94.8
63—Vancouver.....	78.9	71.8	78.7	62.6	57.0	66.0	81.2	65.0	51.1	94.7
64—Victoria.....	79.3	73.2	74.4	57.4	59.0	66.7	82.9	64.6	47.9	87.0

COAL AND RENTALS BY CITIES, FEBRUARY, 1950

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per $\frac{1}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolls oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	19-4	29-9	43-2	18-0	66-1	29-9	10-0	7-3	11-0	14-7
35—Owen Sound.....	20-4	30-5	43-0	18-0	65-7	28-8	10-0	7-5	11-3	15-0
36—Peterborough.....	19-8	29-2	44-7	18-0	65-0	29-1	10-0	7-3	10-7	13-8
37—Port Arthur.....	21-4	29-4	48-9	20-0	64-4	30-6	10-7	7-0	10-5	15-6
38—St. Catharines.....	19-9	29-1	47-0	19-0	66-1	28-7	10-0	7-0	10-6	14-2
39—St. Thomas.....	20-5	29-6	43-6	18-0	66-5	30-5	10-0	7-4	11-0	14-9
40—Sarnia.....	20-3	31-4	45-0	18-0	66-8	30-2	10-0	7-7	11-2	14-8
41—Sault Ste. Marie.....	22-9	30-2	47-5	20-0	65-5	29-9	10-7	7-4	10-5	14-8
42—Stratford.....	21-2	31-4	42-7	18-0	64-7	29-5	10-0	7-1	10-9	15-1
43—Sudbury.....	20-5	30-3	51-1	20-0	66-8	29-6	10-7	8-0	11-5	15-3
44—Timmins.....	22-2	30-0	46-7	20-0	65-3	29-8	11-3	7-5	10-9	15-2
45—Toronto.....	20-5	29-7	46-3	19-0	65-6	28-1	10-0	7-2	10-7	14-1
46—Welland.....	20-0	30-2	45-2	19-0	66-0	29-0	10-0	7-0	10-3	14-2
47—Windsor.....	20-0	30-1	45-1	19-0	66-3	29-8	10-0	7-4	11-6	15-0
48—Woodstock.....	19-7	30-0	41-7	18-0	65-7	29-8	10-0	6-6	10-8	14-8
Manitoba—										
49—Brandon.....	22-1	32-0	44-7	16-0	63-6	31-0	10-7	7-4	10-8	15-6
50—Winnipeg.....	20-8	29-9	47-6	17-0	63-7	30-1	12-0	7-0	10-1	14-9
Saskatchewan—										
51—Moose Jaw.....	20-1	32-6	.....	18-0	62-5	29-6	11-2	7-1	9-9	15-2
52—Prince Albert.....	21-3	32-4	47-0	17-0	63-9	29-4	9-6	7-4	10-3	14-8
53—Regina.....	21-6	33-4	50-7	18-0	62-2	30-5	11-2	7-2	10-5	15-2
54—Saskatoon.....	20-9	33-3	46-4	18-0	63-0	29-4	10-4	7-0	10-2	14-6
Alberta—										
55—Calgary.....	20-8	33-2	47-8	19-0	63-9	29-5	11-2	7-2	10-3	15-0
56—Drumheller.....	24-5	.....	.....	19-5	65-6	32-0	11-2	.....	.....	.....
57—Edmonton.....	22-3	33-0	e 43-4	18-0	63-7	30-2	10-4	7-1	10-2	14-6
58—Lethbridge.....	22-0	33-4	53-5	18-0	63-9	30-0	11-2	7-5	10-6	14-9
British Columbia—										
59—Nanaimo.....	24-0	30-7	52-0	19-0	66-7	31-6	13-9	7-2	10-9	14-8
60—New Westminster.....	23-1	28-5	50-0	19-0	65-2	28-7	12-8	7-2	10-5	14-7
61—Prince Rupert.....	26-5	32-0	54-9	25-0	67-2	33-3	14-0	7-9	11-5	15-7
62—Trail.....	25-1	34-7	53-2 e	20-0	65-9	30-9	13-0	7-6	10-7	15-4
63—Vancouver.....	23-4	29-0	49-6	17-0	64-9	29-6	12-8	7-3	10-4	14-8
64—Victoria.....	23-6	20-3	53-4	19-0	65-6	30-2	12-8	7-5	10-6	14-9

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	21·3	15·7	15·1	11·6	9·9	21·7	22·1	19·8	.....	34·9	49·3
Nova Scotia—											
2—Halifax.....	23·1	17·7	16·6	11·6	8·2	26·5	23·5	17·9	43·0	25·3	48·0
3—New Glasgow.....	23·0	.....	16·5	11·0	8·7	27·7	26·0	23·0	45·0	27·5	48·7
4—Sydney.....	20·3	16·3	16·9	11·2	8·7	28·8	.....	18·3	50·0	28·8	47·9
5—Truro.....	18·7	.....	15·7	11·4	8·9	24·3	24·1	18·3	42·0	28·3	49·0
New Brunswick—											
6—Fredericton.....	20·7	17·4	.....	11·8	8·9	25·4	22·5	18·7	40·0	26·6	47·8
7—Moncton.....	20·2	17·4	15·0	10·9	9·4	25·7	24·7	18·0	46·5	26·8	49·3
8—Saint John.....	19·0	15·9	15·5	11·5	8·5	21·5	23·9	19·0	45·0	24·6	47·9
Quebec—											
9—Chicoutimi.....	17·4	.....	^g 13·0	.....	10·4	31·7	.....	23·3	47·0	.....	.....
10—Hull.....	16·7	16·1	16·7	10·7	9·0	30·7	24·0	19·1	42·0	23·3	47·0
11—Montreal.....	14·3	^g 12·4	^g 14·2	11·6	8·4	27·0	22·1	18·3	43·3	22·1	47·2
12—Quebec.....	15·3	16·5	15·0	11·5	8·6	24·9	22·3	19·1	46·9	23·2	48·8
13—St. Hyacinthe.....	14·6	16·6	17·0	10·3	8·6	27·4	22·6	17·6	44·0	24·7	47·7
14—St. Johns.....	15·2	.....	.....	.....	7·9	26·8	22·7	19·1	34·7	22·8	45·4
15—Sherbrooke.....	14·7	14·5	16·0	10·6	8·9	26·0	25·3	18·5	43·7	25·7	49·1
16—Sorel.....	16·7	15·3	16·7	11·4	9·6	28·1	19·5	17·5	40·0	.....	43·8
17—Thetford Mines.....	15·8	.....	.....	11·5	9·2	26·5	23·3	19·2	.....	28·0	48·0
18—Three Rivers.....	15·3	15·7	.....	10·2	8·7	26·2	20·3	19·6	44·3	23·6	47·1
Ontario—											
19—Belleville.....	18·0	13·5	.....	13·6	8·5	31·3	.....	18·5	41·0	23·6	46·4
20—Brantford.....	18·8	16·4	14·8	11·0	8·0	28·7	22·9	18·1	41·5	25·6	45·9
21—Brockville.....	18·2	18·6	14·9	12·1	9·7	31·0	25·0	17·6	35·0	22·5	46·8
22—Chatham.....	19·0	15·6	14·1	10·6	7·9	28·6	24·3	19·0	41·3	23·8	47·0
23—Cornwall.....	19·0	.....	14·8	11·4	8·7	30·7	.....	.....	41·0	24·0	46·0
24—Fort William.....	17·7	17·3	15·3	11·8	8·1	38·1	22·4	22·9	48·3	27·8	48·3
25—Galt.....	16·6	18·2	14·0	12·0	8·3	29·9	23·7	18·4	39·7	24·4	45·4
26—Guelph.....	18·3	16·3	14·0	11·4	7·7	31·2	22·7	18·2	46·7	26·5	44·6
27—Hamilton.....	17·8	^h 18·0	14·8	12·9	8·5	31·4	24·5	18·4	46·8	25·6	45·3
28—Kingston.....	16·0	14·7	15·1	12·5	8·4	31·5	22·7	18·0	41·7	24·5	47·7
29—Kitchener.....	18·1	16·9	14·5	11·2	8·2	31·7	23·6	18·4	43·0	27·3	45·0
30—London.....	18·5	17·3	15·6	11·1	8·3	30·8	22·5	17·4	44·5	26·1	44·6
31—Niagara Falls.....	16·9	16·7	16·0	12·5	8·4	31·1	22·3	18·9	45·0	25·6	47·6
32—North Bay.....	19·5	.....	16·8	11·7	8·6	32·7	.....	.....	39·0	25·0	48·0
33—Oshawa.....	16·0	17·9	13·7	11·3	7·8	26·4	.....	18·4	45·0	23·7	46·4

COAL AND RENTALS BY CITIES, FEBRUARY, 1959

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	29.0	36.3	34.6	10.1	9.7	89.3	50.2	15.50		
Nova Scotia—										
2—Halifax.....	28.5	38.5	31.7	9.8	10.5	91.9	50.1	16.75		29.00-33.00
3—New Glasgow.....	29.3	47.3	33.1	10.2	10.6	92.0	50.1			16.00-20.00
4—Sydney.....	28.8	43.5	31.3	10.5	10.7	89.0	50.3	11.85		21.00-25.00
5—Truro.....	29.3	37.8	32.9	10.0	10.4	91.8	50.1	15.65		
New Brunswick—										
6—Fredericton.....	28.0	41.8	33.2	10.2	10.0	87.3	50.0	16.75		21.50-25.50
7—Moncton.....	27.7	38.8	32.1	10.7	10.5	89.9	49.9	16.30		
8—Saint John.....	27.5	37.6	31.2	10.1	10.0	87.6	50.5	17.25		22.50-26.50
Quebec—										
9—Chicoutimi.....	32.0	41.7	35.0	10.9	10.5	102.0	53.5	25.00		
10—Hull.....	25.9	37.1	28.3	9.9	9.8	87.9	52.1	24.25		
11—Montreal.....	27.3	38.2	28.5	9.7	10.3	91.6	53.0	25.25		25.50-29.50
12—Quebec.....	27.5	41.7	30.0	9.9	9.9	91.5	53.4	23.00		29.50-33.50
13—St. Hyacinthe.....	28.5	37.7	28.0	9.6	9.5	90.4	52.8	24.75		
14—St. Johns.....	28.2	38.0	29.8	9.6	9.3	97.0	53.2	23.00		
15—Sherbrooke.....	27.9	38.5	29.7	9.7	9.8	93.0	53.4	24.50		22.50-26.50
16—Sorel.....	27.1	39.0	30.2	9.6	9.4	86.0	52.2	23.75		
17—Thetford Mines.....	28.2	38.5	31.7	9.8	9.6	91.0	52.7	25.50		
18—Three Rivers.....	26.3	38.7	28.5	9.9	9.8	92.6	53.2	24.00		
Ontario—										
19—Belleville.....		35.0	29.4	10.3	10.5	92.5	52.6	23.50		
20—Brantford.....	25.9	32.8	27.9	10.0	10.4	86.1	52.7	23.50		23.50-27.50
21—Brockville.....		37.0	28.3	9.9	10.4	91.0	52.9	24.00		
22—Chatham.....	25.8	33.6	28.2	10.4	10.8	84.3	53.2	24.00		
23—Cornwall.....	25.8	36.8	28.3	9.8	10.0	91.7	52.5	25.25		
24—Fort William.....	26.2	38.2	30.0	10.8	11.1	83.0	52.2	26.85		29.50-33.50
25—Galt.....	24.5	34.9	28.1	10.5	10.7	87.8	53.2	24.00		
26—Guelph.....	25.5	32.1	27.5	9.9	10.3	86.1	52.6	23.60		
27—Hamilton.....	25.7	31.9	28.1	10.0	10.7	87.1	53.2	23.00		30.50-34.50
28—Kingston.....	28.0	34.2	28.1	9.8	10.0	81.6	51.1	24.00		34.00-38.00
29—Kitchener.....	25.9	35.2	27.2	10.1	10.3	86.3	53.9	23.50		31.50-35.50
30—London.....	26.7	36.5	28.1	10.7	10.8	91.7	52.6	24.00		29.00-33.00
31—Niagara Falls.....	24.0	35.9	28.2	10.1	11.1	88.4	53.7	23.00		
32—North Bay.....	28.0	37.0	31.0	11.0	11.0	99.0	52.5	26.00		
33—Oshawa.....		41.3	27.0	10.2	10.0	87.3	53.6	23.75		

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	17.7	13.8	15.6	10.9	9.5	31.0	23.4	18.4	43.3	23.8	46.4
35—Owen Sound.....	18.2	17.0	15.7	12.0	7.9	29.3	19.2	18.5	39.7	25.0	46.5
36—Peterborough.....	17.7	17.7	14.5	12.3	7.7	28.6	23.3	17.9	44.3	23.4	47.6
37—Port Arthur.....	17.6	18.5	15.0	12.9	7.9	37.7	24.7	24.6	46.7	28.4	48.2
38—St. Catharines.....	18.1	16.2	14.6	12.3	8.4	31.3	24.0	18.0	46.5	25.5	46.0
39—St. Thomas.....	18.7	17.5	15.5	10.3	7.6	26.5	23.2	17.7	45.0	26.7	46.7
40—Sarnia.....	18.9	17.3	16.4	13.1	7.9	28.5	22.5	18.4	44.3	25.7	45.4
41—Sault Ste. Marie.....	18.7	18.2	.....	11.1	8.1	33.4	23.4	19.0	46.5	26.7	47.5
42—Stratford.....	19.3	16.7	15.1	11.7	8.0	29.3	21.7	17.4	42.3	25.5	46.4
43—Sudbury.....	18.1	16.7	16.6	11.6	8.6	35.8	21.5	19.3	43.0	25.8	49.5
44—Timmins.....	17.3	16.8	15.5	12.4	8.3	36.1	23.5	19.0	42.9	25.5	48.0
45—Toronto.....	17.1	17.8	14.1	12.8	7.6	32.3	20.9	17.5	44.7	24.0	44.0
46—Welland.....	16.4	14.3	14.9	10.8	8.0	32.3	20.3	17.4	46.7	24.7	46.0
47—Windsor.....	18.3	16.1	15.0	10.7	7.5	28.7	21.8	18.5	.....	27.7	46.6
48—Woodstock.....	19.7	16.6	15.0	11.9	8.4	27.7	.....	17.4	42.0	26.6	44.3
Manitoba—											
49—Brandon.....	19.3	.....	17.2	13.6	9.0	43.0	24.1	19.4	45.0	34.5	62.4 ^k
50—Winnipeg.....	19.1	16.3	15.4	13.4	7.1	40.5	23.0	20.1	48.5	31.2	57.5 ^k
Saskatchewan—											
51—Moose Jaw.....	20.7	15.9	17.9	12.8	9.9	47.6	.....	18.7	43.0	30.0	58.3 ^k
52—Prince Albert.....	22.3	17.0	.....	12.3	9.1	47.4	23.3	19.9	45.7	34.7	56.1 ^k
53—Regina.....	21.8	17.3	16.5	12.4	9.1	45.3	23.4	19.5	41.7	28.7	58.7 ^k
54—Saskatoon.....	21.5	.....	15.3	12.5	9.3	53.5	24.0	19.6	44.2	29.3	56.2 ^k
Alberta—											
55—Calgary.....	22.0	14.9	16.1	12.2	9.6	50.3	22.3	19.3	44.0	35.9	55.5 ^k
56—Drumheller.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
57—Edmonton.....	22.7	16.7	17.3	13.5	9.2	50.2	22.5	19.2	45.3	35.2	56.4 ^k
58—Lethbridge.....	23.0	.....	16.4	14.4	9.1	46.5	23.5	20.2	46.5	37.2	54.3 ^k
British Columbia—											
59—Nanaimo.....	22.0	18.4	17.3	15.1	9.7	47.6	22.9	19.3	44.0	37.7	55.9 ^k
60—New Westminster.....	20.4	17.6	15.4	14.8	9.2	41.9	22.0	18.8	38.7	27.0	53.0 ^k
61—Prince Rupert.....	24.0	18.5	18.6	15.3	9.3	43.6	24.3	21.7	52.0	38.4	57.9 ^k
62—Trail.....	25.1	18.0	18.5	16.5	11.2	47.4	.....	19.2	46.3	49.5	58.2 ^k
63—Vancouver.....	19.9	16.1	15.5	13.7	8.8	48.9	21.6	18.1	40.3	33.3	53.3 ^k
64—Victoria.....	22.3	18.0	17.3	14.5	8.7	51.0	23.2	17.7	45.3	37.3	54.5 ^k

COAL AND RENTALS BY CITIES, FEBRUARY, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	26.7	36.7	28.3	9.9	10.3	86.1	53.5	24.25		35.00-39.00
35—Owen Sound.....	27.7	34.6	28.5	10.9	10.6	91.0	52.8	24.00		
36—Peterborough.....		33.8	27.2	9.9	10.0	87.7	54.0	24.25		
37—Port Arthur.....	26.4	41.6	29.8	10.5	10.9	84.0	51.0	26.85		25.00-29.00
38—St. Catharines.....	23.2	32.2	26.6	9.7	10.6	87.2	51.8	23.75		29.50-33.50
39—St. Thomas.....	26.2	41.0	29.0	10.6	10.6	89.8	53.4	24.00		
40—Sarnia.....	26.4	37.7	28.9	10.4	10.7	91.2	52.3	23.75		
41—Sault Ste. Marie.....	27.0	37.6	30.3	10.7	10.4	85.7	52.9	24.00		
42—Stratford.....	28.0	36.4	29.4	10.5	10.5	88.6	52.8	23.50		
43—Sudbury.....	27.4	37.6	30.3	10.8	11.3	84.4	52.5	24.75		32.50-36.50
44—Timmins.....	25.7	40.4	30.5	10.8	11.5	87.8	52.5	26.50		31.50-35.50
45—Toronto.....	26.3	34.6	27.0	9.9	10.4	86.6	52.4	22.65		36.50-40.50
46—Welland.....	23.0	33.0	27.5	10.1	10.1	83.1	52.4	22.50		
47—Windsor.....	25.2	33.5	28.5	10.3	10.7	86.0	52.0	23.50		28.50-32.50
48—Woodstock.....	26.0	35.7	27.7	10.5	10.8	92.3	53.0	24.00		
Manitoba—										
49—Brandon.....	30.3	44.2	32.3	11.7	12.3	89.2	52.2		16.35	
50—Winnipeg.....	27.0	38.7	29.7	11.1	12.6	78.0	49.7		17.55	30.50-34.50
Saskatchewan—										
51—Moose Jaw.....	29.0	39.0	34.6	11.5	12.3	81.7	50.6		14.60	
52—Prince Albert.....	28.2	45.5	33.4	12.0	12.7	95.2	51.0		14.75	
53—Regina.....	28.2	39.9	33.3	11.7	12.5	89.6	51.2		15.40	31.50-35.50
54—Saskatoon.....	27.6	47.9	32.7	11.5	12.6	87.2	50.3		14.90	24.50-28.50
Alberta—										
55—Calgary.....	25.9	37.2	32.6	10.9	11.7	84.8	49.4		12.50	28.50-32.50
56—Drumheller.....										23.50-27.50
57—Edmonton.....	27.1	38.4	32.9	11.1	12.2	90.7	50.5		8.20	27.50-31.50
58—Lethbridge.....	27.6	39.0	32.2	11.1	12.1	86.3	51.8		8.35	
British Columbia—										
59—Nanaimo.....	26.5	34.2	30.3	10.3	11.8	87.7	51.8			
60—New Westminster.....	26.0	32.5	28.6	9.6	10.9	82.6	50.0		16.65	22.00-26.00
61—Prince Rupert.....	31.3	38.3	33.1	10.8	12.1	87.4	50.9		18.00	21.00-25.00
62—Trail.....	28.8	39.2	32.6	10.9	12.6	88.8	50.8		16.25	
63—Vancouver.....	26.3	32.2	29.8	9.4	10.9	78.0	49.7		17.04	27.50-31.50
64—Victoria.....	28.0	34.4	30.6	9.9	10.9	83.0	49.8		18.25	23.50-27.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone-in. (c) Hook-on. (d) Mixed-hook-off and hook-on. (e) Mixed-carton and loose. (f) Loose. (g) Estimate. (h) Fancy. (i) Mixed-California and Australia. (j) California. (k) Pure.

TABLE F-2. INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF FEBRUARY, 1950

(BASE: Aug. 1939 = 100)

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	Feb. 1, 1949	Jan. 3, 1950	Feb. 1, 1950						
Halifax.....	152.1	152.7	153.3	198.1	111.0	132.6	193.4	155.8	123.0
Saint John.....	156.2	157.1	157.8	192.8	118.0	134.8	191.8	159.6	130.4
Montreal.....	162.4	163.8	164.2	208.4	120.5	133.6	176.7	171.2	130.3
Toronto.....	154.7	156.9	157.6	194.2	124.6	153.2	181.3	161.3	130.7
Winnipeg.....	153.8	155.0	156.3	201.8	119.5	121.5	176.0	169.7	125.2
Saskatoon.....	162.0	162.2	163.6	212.0	125.3	140.4	188.4	171.8	122.8
Edmonton.....	154.4	156.9	158.1	209.5	113.1	114.6	187.9	161.4	129.2
Vancouver.....	160.8	161.9	163.4	210.5	115.6	139.8	192.1	160.3	134.2

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939 = 100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec. 1941	Feb. 1945	Feb. 1946	Feb. 1948	Jan. 1950	Feb. 1950	Price Feb. 1950
Beef, sirloin steak.....	lb.	120.7	153.8	154.8	191.4	251.6	255.9	71.2
Beef, round steak.....	lb.	125.7	166.7	167.9	210.5	281.0	285.2	68.0
Beef, rolled rib roast, prime.....	lb.	125.5	173.0	175.2	216.5	283.5	287.8	67.3
Beef, blade roast, blade removed.....	lb.	132.7	161.0	162.3	213.2	300.6	306.7	50.5
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	231.4	338.3	345.4	48.1
Veal, front roll, boneless.....	lb.	139.3	174.6	174.6	220.7	316.6	324.7	55.6
Lamb, leg roast.....	lb.	109.9	148.9	152.8	184.5	251.1	258.8	73.9
Pork, fresh loins, centre-cut.....	lb.	125.3	141.5	144.2	197.5	227.7	224.4	60.4
Pork, fresh shoulder, hock-off.....	lb.	127.0	142.3	143.9	212.1	238.3	233.5	43.5
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	140.9	142.5	219.5	227.0	222.5	62.8
Lard, pure, package.....	lb.	151.3	155.3	160.5	244.7	200.0	192.8	21.4
Shortening, package.....	lb.	134.7	136.8	137.5	218.7	214.6	212.5	30.5
Eggs, grade "A" large.....	doz.	156.4	141.4	144.1	174.4	143.9	150.4	46.3
Milk.....	qt.	111.0	95.4	95.4	157.8	166.1	166.1	18.1
Buttery, creamery, prints.....	lb.	140.5	146.2	148.7	264.5	239.9	239.9	65.5
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	166.3	210.3	226.0	226.0	30.1
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	149.2	165.1	165.1	10.5
Flour, all purpose.....	lb.	127.3	124.2	124.2	187.9	221.2	221.2	7.4
Rolled Oats, package.....	lb.	112.0	114.0	114.0	153.6	161.5	164.5	10.9
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	148.9	163.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	137.7	252.8	182.1	180.2	18.9
Peas, choice, 15 oz.....	tin	117.5	122.5	121.7	152.5	147.5	146.6	16.6
Corn, cream, choice, 15 oz.....	tin	128.3	133.6	132.7	195.6	176.1	175.0	15.7
Beans, dry.....	lb.	129.4	133.3	135.3	298.0	249.0	245.0	12.1
Onions, cooking.....	lb.	108.2	112.2	134.7	175.5	169.4	175.4	8.7
Potatoes, No. 1 table.....	10 lbs.	89.9	136.9	154.0	188.4	150.9	153.2	33.7
Prunes, bulk or in bag.....	lb.	115.8	122.8	130.7	178.1	197.4	198.2	22.9
Raisins, seedless, bulk or in bag.....	lb.	104.0	102.0	117.2	148.3	128.5	129.2	19.0
Oranges, California.....	doz.	132.5	145.4	147.8	133.8	137.7	159.7	44.1
Lemons.....	$\frac{1}{2}$ doz.	111.3	143.7	150.5	143.1	169.8	170.5	27.9
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.7	160.1	145.5	145.5	24.6
Peaches, 20 oz.....	tin	101.5	104.1	105.1	156.3	140.6	140.6	27.2
Marmalade, orange, 16 oz.....	jar	118.3	129.6	128.9	150.2	140.7	140.7	18.8
Corn Syrup, 2 lb.....	tin	138.0	155.3	157.7	197.4	176.9	176.9	30.1
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	132.3	149.2	158.5	164.8	10.4
Sugar, yellow, in branded package.....	lb.	131.3	134.9	134.9	154.0	163.5	169.8	10.8
Coffee, medium quality, in bag.....	lb.	141.6	131.1	131.7	176.9	250.9	256.4	88.4
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	177.2	177.2	51.9

* Description and units of sale apply to February, 1950, prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926 = 100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	Jan. 1949	Nov. 1949	Dec. 1949	Jan. 1950
All Commodities.	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	159.3	137.0	156.8	157.1
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	50.3	63.7	77.0	97.0	115.1	135.4	138.4	143.0	142.5	143.4
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	100.0	59.4	74.6	92.1	107.9	131.8	168.7	173.0	164.0	165.0	160.7
III. Fibres, Textiles and Textile Products.....	58.2	137.1	156.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	162.7	159.3	159.7	162.2
IV. Wood, Wood Products and Paper.....	63.9	189.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	162.4	186.2	191.3	188.1	188.6	189.1
V. Iron and Its Products.....	68.9	156.9	133.7	104.6	83.7	85.4	98.5	111.3	117.1	137.9	159.2	170.6	173.7	173.9	174.8
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	89.2	84.3	71.3	77.2	79.8	124.4	149.6	166.0	141.4	139.8	139.7
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.5	138.0	138.1	139.0	139.3
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	130.4	119.2	119.3	118.0
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.0	94.7	71.1	75.9	91.1	98.1	117.3	140.8	144.0	142.4	142.4	142.5
Food, Beverages and Tobacco.....	61.8	119.0	150.8	100.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	154.3	152.8	151.7	151.3
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	137.2	135.5	136.2	136.7
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	153.9	162.5	159.6	159.8	160.0
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	110.1	133.1	155.7	163.3	161.9	163.5	163.5
Producers' Materials.....	69.1	139.0	171.0	98.2	90.3	60.5	67.6	81.1	98.7	128.9	153.7	162.4	156.3	159.4	159.6
Building and Construction.....	67.0	100.7	144.0	104.7	90.3	78.3	89.7	107.3	127.3	166.4	195.7	204.3	199.6	200.3	201.4
Manufacturers.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	155.3	152.5	152.5	152.5
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	163.4	160.5	160.2	160.0
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	143.3	142.8	142.6	142.8
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	129.4	133.0	126.8	122.6	122.7	123.8
Animal.....	77.0	133.6	150.8	90.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	184.0	182.5	180.7	178.0
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	148.2	145.0	144.4	144.1

The Indexes for 1949 and 1950 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted.)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion of Statistics	Consumers' Price Index, Bureau of Statistics	Cost of Living, Mexico City	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:													
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1944	June—Aug. 1939	1933	1936-39—1000	Dec. 1942—1000
1913.....	(a) 79.1	(b) 70.7	.....	(g) 100	(l) 100	.....	.....	.....	100	.....	81.4	(d) 1029	623
1914.....	79.1	70.7	.....	(g) 123	.....	.....	.....	.....	.....	.....	85.5	1051	676
1915.....	80.7	72.5	.....	(g) 146	.....	.....	.....	.....	.....	.....	90.3	1051	724
1916.....	87.0	77.9	.....	(g) 176	.....	.....	.....	.....	.....	.....	99.6	1073	786
1917.....	102.4	91.6	.....	(g) 203	.....	.....	.....	.....	204	.....	106.4	1270	850
1918.....	115.6	107.5	.....	(g) 215	.....	.....	.....	.....	222	.....	117.7	1270	912
1919.....	126.5	123.8	.....	(g) 249	.....	.....	.....	.....	224	.....	145.8	1309	1019
1920.....	145.4	143.0	.....	(g) 228	.....	.....	.....	.....	200	.....	132.0	1392	1034
1921.....	129.9	127.7	.....	(g) 183	.....	.....	.....	.....	164	.....	110.1	(f) 1150	952
1922.....	120.4	119.7	.....	(g) 172	185	.....	.....	.....	161	125	106.3	.....	1010
1926.....	121.8	126.4	.....	(g) 164	176	.....	.....	.....	131	(m) 103	93.2	.....	1004
1929.....	121.7	122.5	.....	(g) 140	151	.....	.....	.....	107.5	.....	99	.....	795
1933.....	94.4	92.4	.....	(g) 158	151	.....	.....	.....	122.5	.....	93.2	.....	980
1938.....	101.5	99.4	100.0	(g) 184	205	108	.....	.....	107.5	.....	99.9	.....	990
1940.....	105.6	100.2	100.7	(g) 184	205	129	.....	.....	122.5	.....	103.4	.....	1033
1941.....	111.7	105.2	104.4	(g) 199	226	150	.....	.....	141.7	.....	108.2	.....	1073
1944.....	118.9	125.5	109.1	(g) 201	235	285	.....	.....	158.2	.....	128.8	.....	1003
1945.....	119.5	128.4	213.5	(g) 203	295	393	.....	.....	167.3	.....	132.2	.....	1004
1946.....	123.6	139.3	266.7	(g) 203	291	645	.....	.....	160.3	.....	134.1	.....	1008
1947.....	135.5	159.2	300.3	(g) 203	.....	1030	4575	.....	162.1	279	139.7	.....	1039
1948.....	155.0	171.2	318.9	(g) 108	99	1332	4847	.....	172.4	281	147.8	.....	1105
1949—February.....	159.5	169.0	325.9	109	99	1357	4958	.....	175.3	280	151.7	.....	1000
March.....	159.2	169.5	327.9	109	99	1781	4950	.....	175.4	280	152.0	.....	.....
April.....	159.3	169.7	329.6	109	99	1757	5052	.....	175.7	279	152.9	.....	.....
May.....	159.5	169.2	333.0	111	99	1738	5047	.....	175.5	276	154.2	.....	.....
June.....	160.5	169.6	333.3	111	.....	1726	4000	.....	175.5	.....	154.7	.....	.....
July.....	162.1	168.5	341.0	111	.....	1715	4851	.....	175.8	.....	153.2	.....	.....
August.....	162.8	168.8	341.3	111	100	1752	4910	.....	175.9	.....	153.3	.....	.....
September.....	162.3	169.6	342.0	112	.....	1826	.....	.....	176.2	.....	.....	.....	.....
October.....	162.2	168.5	341.8	112	.....	1885	4778	.....	176.8	.....	.....	.....	1002
November.....	161.7	168.6	342.7	112	100	1913	4790	.....	176.8	.....	.....	.....	.....
December.....	161.5	167.5	.....	113	.....	1920	.....	.....	221	.....	.....	.....	.....
1950—January.....	161.0	166.9	.....	.....	.....	.....	.....	.....	220	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30—1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914—100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages are on base July, 1914—100. (m) Average June—December. (n) New index, base 1st quarter of 1949—1000.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY,
1949-1950†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1950*						
January.....	9‡	9	2,456‡	2,456	39,488	0.05
February.....	10	15	2,881	3,764	26,300	0.03
Cumulative totals.....	19		5,337		65,788	0.04
1949						
January.....	10‡	10	1,811‡	1,811	9,710	0.01
February.....	7	10	6,721	7,245	71,652	0.09
Cumulative totals.....	17		8,532		81,362	0.05

* Preliminary figures.

‡ Strikes untermminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to February, 1950				
MINING— Firebosses, Bellevue, Blairmore, Cadomin, Canmore, Coleman, Gregg River, Luscar, Alta.	10	180	3,600	Commenced January 16; for imple- mentation of majority report of arbitration board for welfare fund and continuance of monthly wage rates, instead of welfare fund and daily rates proposed by operators; unterminated.
MANUFACTURING— Textiles, Clothing, etc.— Worsted textile factory workers, Trenton, Ont.	1	117	2,300	Commenced December 28, 1949; for a new agreement providing for increased wages and reduced hours; unterminated.
CONSTRUCTION— Buildings and Structures— Plumbers, steamfitters and helpers, Ottawa, Ont.	37	375	6,000	Commenced January 3; for a new agreement providing for increased wages, two weeks vacations with pay, double time on Saturdays, check-off, etc.; partial return of workers Feb. 21; untermiated.
TRADE— Department store clerks, New Westminster, B.C.	1	50	1,000	Commenced August 27, 1949; for a union agreement providing for increased wages and other changes, as recommended by majority report of conciliation board; un- terminated.
Grocery store employees, Montreal, P.Q.	17	161	2,000	Commenced January 27, for a new agreement providing for increased wages and reduced hours from 47 to 40 per week, following reference to arbitration board; terminated February 16; conciliation, provin- cial; compromise, no increase in wages, hours reduced to 45½ per week.
Strikes and Lockouts Commencing During February, 1950				
MINING— Coal miners, Glance Bay, N.S.	1	850	1,700	Commenced February 2; protest against proposed change to datal pay for tracklayers and pipe fitters, and increase in number of employees; terminated February 3; return of workers; in favour of employer.
Coal miners, Sydney Mines, N.S.	1	700	1,400	Commenced February 7; re pay- ment for loading coal left at wall on previous day due to power shortage; terminated February 8; return of workers pending further negotiations; indefinite.
Coal miners, Cambria, Alta.	1	100	200	Commenced February 24; protesting dismissal of a miner following argument with mine official; termi- nated February 28; negotiations; in favour of workers, miner rein- stated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During February, 1950				
MANUFACTURING— <i>Boots and Shoes (Leather)—</i> Shoe factory workers, Richmond, P.Q.	2	195	2,500	Commenced February 15; for union recognition and agreement providing for increased wages and other changes; untermi- nated.
<i>Textiles, Clothing, etc.—</i> Sportswear factory workers, Toronto, Ont.	1	11	200	Commenced February 3; alleged discrimination in dismissal of three workers; untermi- nated.
Cotton factory workers, Welland, Ont.	1	300	500	Commenced February 1; refusal to join union by one worker previously not eligible for union membership because of job rating; terminated February 10; return of workers; in favour of employer.
Hosiery and clothing factory workers, Guelph, Ont.	1	59	700	Commenced February 13; refusal of union to accept clause that wage increases in lower brackets be negotiated in recommendations of conciliation board providing for certain wage increases, reduced hours, hospitalization plan, etc., in union agreement under negotiations; untermi- nated.
Men's clothing factory workers, Montreal, P.Q.	1	31	200	Commenced February 20; against dismissal of a foreman; untermi- nated.
<i>Metal Products—</i> Electrical apparatus factory workers, Peterborough, Ont.	1	435	200	Commenced February 2 and 6; protest against alleged delay in negotiations for a new agreement; terminated February 2 and 6; return of workers; in favour of employer.
SERVICE— <i>Business and Personal—</i> Beverage room tapmen, waiters and glass washers, Calgary, Alta.	20	200	3,800	Commenced February 4; for imple- mentation of award of arbitration board for increased wages in new agreement under negotiations; untermi- nated.

(1) Preliminary data, based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS

Causes	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Structural Materials	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products	Saw and Planing Mill Products	Wood Products	Pulp, Paper and Paper Products	Printing and Publishing	Iron, Steel and Products	Non-Ferrous Metal Products	Non-Metallic Mineral Products
Prime Movers:																					
Motors, engines, fans, pumps and automatic stokers.....																					
Shafting, coupling, collars, set screws and keys.....									2						2						
Belts, lines, pulleys, chains and sprockets.....		3		1		1			4						1	2	1				
Gears, cogs, cams, and friction wheels.....									1										1		
Total.....		3		1		1			7						3	2	1		1		
Working Machines.....	2			3	2		1		13	1	2				3	3			3		1
Holisting Apparatus:																					
Elevators.....				4	2	2			3	1	1								1		
Conveyers and others.....	1	1		1	1				3										2		
Total.....	1	1		5	3	2			6	1	1								3		
Dangerous Substances:																					
Steam escapes, boiler explosions, compressed air.....		2							5										4		1
Explosive substances.....	4	3		1	1				6	2							1				1
Electric current.....	1	1		4	1		3		5								1		2		1
Hot and inflammable substances and flames.....		1							6										3	1	2
Conflagrations.....	1	2	4						1												
Gas fumes, poisons, etc.....	5		1	4	2	2			6	1									1	4	
Explosions, mine (gas, coal dust, etc.).....					7	6	1		1										1		
Total.....	11	9	5	16	10	2	4		30	3							1	1	11	5	5
Striking Against or Being Struck by Objects:																					
Striking against objects.....		2																			
Being struck by objects.....	4	20		3	3				13	1					5	2			3		
Total.....	4	22		3	3				13	1					5	2			3		
Falling Objects:																					
Collapse of structure.....	3								3										3		
Breaking or loosening of straps, cables, etc.....	1	4							4										2		
Objects falling from elevations, loads, piles.....	1	12		2	1		1		12	1					4	1	1		4		
Objects falling in mines and quarries.....				38	24	14															
Falling trees and limbs.....	3	36		1	1				1								1				
Others.....	2	1							2										1	1	
Total.....	10	53		41	25	15	1		22	1					4	1	2		10	1	
Handling of Objects:																					
Heavy objects, rolling, carrying, loading, etc.....		9							7	1					1	1	1		2		
Sharp objects.....																					
Total.....		9							7	1					1	1	1		2		
Tools.....		2																			

IN CANADA, IN 1949, BY INDUSTRIES AND CAUSES

Chemical and Allied Products	Shipbuilding	Miscellaneous Products	Construction	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public Administration	Recreational	Laundering, Dyeing and Cleaning	Personal, Domestic and Business	Professional	Unclassified	TOTAL		
				3			3		1	1										1	1									2		
																															13	
				3			3		1	1										1	1									1		
				2		1	1		2	2										2	1	1		2	2						16	
																															26	
	1		2	2		1	1		1				1							1			1	1							11	
	1		3	2			1		2			1	1							1	1										12	
			5	2		1	2		3			1		2						1	1		1	1							23	
								1	4	2	1	1								1	1		1	2			1				14	
2			2	1			1	1	1	1	1									1				2	2						21	
1			5			1	4	21	2	1													4	1							1	
			3	3					2			2								1				5	2							13
		1	2	1			1		2	1										1	1			2	1							17
			4				4	1	3					2	1	1							7	3			2					31
																																8
3		1	16	5		1	10	24	14	5	1	3		2	1	2			2	1	1		19	8	2		8	1	2		148	
								1	2																							
1		1	5	5					5	2																						5
										4		1																				52
1		1	5	5				1	7	6		1										1	1		1							57
			2	1			1	1	1	1																						10
									2				1		1					1	1											12
1			10	7		1	2	3	5	1				3	1					1	1		2	2								48
																																38
			1				1													1	1		1	1								44
									1	1																						7
1	2		13	8		1	4	4	9	3		1		4	1				3	3			4	4								159
		1							1					1									2	1			1					19
		1							1					1									2	1			1					19
									1	1																						3

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS

Causes														
	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Structural Materials	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products
Moving Trains, Vehicles, etc.:														
Derailments, collisions.....		1												
Being struck or run over by, or crushed by, or between, cars and engines.....				2	1	1		7	2	1				
Falling from or in cars or engines..				1	1									
Mine and quarry cars.....				14	4	10								
Automobile and other power vehicles and implements.....	40	14		8	1	2	5	31	12	6				
Animal-drawn vehicles and imple- ments.....	4										1	1	2	1
Watercraft.....		6	14	3	3			3			1	2		
Aircraft.....		2	2	1	1			5				4	1	
Total.....	44	23	16	29	9	14	6	46	14	6	1	1	2	3
Animals:														
Horses, n.e.s.....	7	1						1						
Other animals.....	14										1			
Total.....	1	1						1			1			
Falls of Persons:														
From elevations.....	4			8	6		2	15	2	1				
From ladders.....				1	1			5						
Into pits, shafts, harbours, rivers, etc.....		6	5	7	5		2	4		1			2	
Into holds of vessels.....														
On the level.....	1	1	1					4	1	1				
From loads, etc.....	4	1						1						
Collapse of support.....	3	1	1	3	3			1						
On sharp objects.....	1	1		2	2									
Down stairs and inclines.....	1	1						3	1					
Into tanks, vats, kilns, etc.....				1			1	6						
Total.....	14	11	7	22	17		5	39	3	3	1		3	4
Other Causes:														
Infection, n.e.s.....				1	1			1						
Industrial disease, strain, etc.....	6	1	1	45	33	5	7	46	3	1	2	1	1	2
Drowning, n.e.s.....	4	1	3	2	2			4						
Shooting and violence.....	1			1			1	1						
Cave-ins, land slides, ice jams, etc.				14	6	6	2	2						
Lightning, frost, storms, sunstroke	7							2						
No Particulars.....		5	1	1		1		3						
Total.....	18	7	5	64	42	12	19	60	3	1	2	1	4	2
Grand Total.....	118	141	33	184	111	46	27	241	27	12	6	1	25	11

IN CANADA, IN 1949, BY INDUSTRIES AND CAUSES

Chemical and Allied Products	Shipbuilding	Miscellaneous Products	Construction	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public Administration	Recreational	Laundry, Dyeing and Cleaning	Personal, Domestic and Business	Professional	Unclassified	TOTAL	
				4	2		2		18	61	54			6		1				8	3	5	1	4				1		86	
									9	3	1			5									2	3						14	
			28	5		9	14	5	51	1	1	2	1	45		1			15	8	7		28	23			4	1		220	
				2			2	3	1					1					2	2			4	3			1			7	
									10				10						1		1		5	4				1	1	35	
			34	7		9	18	8	150	74	2	2	11	59		2			26	13	13		1	43	35		6	2	2	422	
																														9	
																														7	
																														16	
2			27	19		1	7	3	6	4	1			1					1	1			8	4	1		1	2		72	
1		1	2	2					1	1												1	1	1						10	
			10	5		1	4		10			9		1									6	4			2			48	
									7			7							1		1		4	3			1			12	
									2					1	1				1	1			1	1				1		9	
			5	3		2		1	4	1			3						1	1			1				1			21	
			2	2																			1							6	
			2	1		1			1	1									1		1		2	1			1			10	
								1											1	1										9	
3	2		48	32		4	12	5	31	7	1	16		4	3				4	1	3		23	14	1		5	3		204	
			4	4					14	10		1		1	1	1			1	1			14	9			3	2		2	
			2	1		1			7	1		6							3	1	2		11	7	2		2			132	
									7				7										8	5	1		1			37	
			15	3		1	11		1				1	1								2	2							18	
									1			1																		35	
			1			1			5	3				2															1	11	
																														16	
			22	8		1	13		35	14		8		11	1	1			4	2	2		35	23	3		6	3	1	251	
8	5	3	148	67		18	63	42	254	113	4	32	11	83	6	5			43	22	21		2	130	88	7		26	9	5	1,344

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES¹

Industry	1949*												1948*											
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	
Agriculture																								
Logging	1		4	3	20	25	1	2	14	71		141		3	13	35	34	2	1	11	72		171	
Fishing and Trapping	6	1	2	2	1	2		2		17		33		8			3				19		33	
Mining, Non-Ferrous Smelting and Quarrying	3		22	2	34	54	5		30	31	3	184		20	1	28	61	4	3	23	54		194	
Metalliferous mining					23	54	5			26	3	111				21	54	4			44		126	
Coal mining	2		20	1					19	4		46		19					1	17	9		46	
Non-metallic mineral mining and quarrying, n.e.s.	1		2	1	11				11	1		27				7				6	1		22	
Structural materials																								
Manufacturing	3		5	8	74	115	6	2	9	22		244	1	14	8	59	125	7	1	10	43		268	
Vegetable foods, drink and tobacco			1	1	3	15	2	1	3	1		27			2	2	1				2		18	
Animal foods					1	9				2		12		3	1	2	5						11	
Textiles and clothing					3	3						6				3	2	1					1	
Leather, fur and products																							1	
Rubber products					1												1						1	
Saw and planing mill products					5				3	11		25		1	4	8	14	2	1	3	30		64	
Wood products					10	2				2		14				4	3			1			8	
Pulp, paper and paper products	1		1	1	11	11	1			1		27		1		13	12			1	4		31	
Printing and publishing					1	3	1					6					1						1	
Iron, steel and products			2	6	25	37	2	1			1	74		6		12	49	2	1	6			76	
Non-ferrous metal products					5	12					2	19			1	5	15	1		3			12	
Non-metallic mineral products					2	11			2			17			1	5	6						25	
Chemical and allied products	2				4	4	4					8		1		3	3	1					7	
Shipbuilding					3	2			5			8				2							4	
Miscellaneous products					3	2					1	3					3						3	
Construction			6	5	32	50	5	4	21	25		148		9	5	56	73	3	4	14	18		182	
Building and structures			4		14	26	3		5	15		67		6	2	33	44	2	1	11	12		111	
Railway																							2	
Highway and bridge				3	4	4	1		2	4		18		3	2	5	5		1	1	3		2	
Miscellaneous			2	2	14	20	1	4	14	6		63			1	18	24	1	2	2	3		51	
Electricity, Gas and Water Production and Supply			2	1	11	16	2	1	4	5		42	1	3	3	17	10	3		4	4		45	
Transportation and Public Utilities	1		8	10	56	97	11	12	23	31	5	254	1	16	8	47	88	8	9	35	36		243	
Steam railways			4	3	18	41	7	9	17	13		113		3	6	17	55	6	5	21	16		129	
Street and electric railways										3						1	1						2	
Water transportation											4	32		8	1	23	11			8	10		59	
Air transportation				1	10	13								1		2	1	1		1	1		6	
Local and highway transportation			2	6	5	4	1		5		1	83		3	1	5	18		2	5	9		43	
Storage			2		21	34	3	2	5	10		6						1					2	
Telegraphs and telephones			2		1	2		1	1			5		2		2	1	1	2				7	
Express																								
Unclassified																								

Trade	1	5	21	4	3	3	6	43	1	1	7	15	4	3	7	7	4					
Wholesale.....	1	2	10	1	2	2	4	22	1	1	3	4	1	1	4	3	18					
Retail.....	3	11	3	1	1	1	2	21	2	2	4	11	3	2	3	4	27					
Finance	2	2	2	2	2	2	2	2	2	2	2	2	1	1	1	1	3					
Service	2	3	23	63	12	5	9	12	1	4	21	44	5	6	7	19	106					
Public Administration.....	1	3	17	39	10	3	5	9	1	3	14	34	4	6	6	12	79					
Recreational.....	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	2					
Laundry, dyeing and cleaning.....	1	5	13	1	1	3	2	26	1	1	5	8	1	1	1	4	20					
Personal, domestic and business.....	1	1	4	1	1	1	1	9	1	1	1	1	1	1	1	3	3					
Professional establishments.....	1	1	1	1	1	1	1	5	1	1	1	1	1	1	1	1	1					
Unclassified	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1					
Total	14	1	55	36	268	505	55	51	123	227	9	1,344	3	83	42	283	491	55	38	117	275	1,387

¹ Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to province from which craft were operated. For quarterly reports of accidents see the Labour Gazette for July, September and December, 1949, and March, 1950. ² Preliminary figures. ³ Revised figures for 1948.

TABLE H-3.—FATAL INDUSTRIAL ACCIDENTS IN CANADA BY MAIN INDUSTRY GROUPS 1928-1949

	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	34	353	64	.....	102	.....	1,977
1929.....	156	235	54	234	250	298	40	326	58	.....	117	.....	1,766
1930.....	122	175	36	258	196	334	42	327	58	.....	117	.....	1,655
1931.....	163	76	40	158	142	217	44	205	43	.....	83	.....	1,188
1932.....	154	73	30	123	116	124	21	196	51	.....	83	.....	974
1933.....	111	91	36	112	103	65	15	161	48	.....	63	.....	808
1934.....	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935.....	124	116	38	175	133	103	25	184	44	.....	66	.....	1,009
1936.....	127	133	57	181	112	105	14	240	45	.....	66	.....	1,071
1937.....	156	149	62	201	157	170	23	227	46	.....	65	.....	1,247
1938.....	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939.....	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940.....	127	177	34	175	144	173	25	236	51	.....	65	.....	1,208
1941.....	144	178	24	262	263	176	30	317	65	.....	93	.....	1,553
1942.....	107	170	34	199	315	227	21	318	44	.....	84	.....	1,510
1943.....	99	151	49	213	310	154	16	334	59	.....	79	.....	1,465
1944.....	109	137	34	159	271	100	17	264	53	.....	59	.....	1,204
1945.....	114	166	20	188	269	127	24	292	52	.....	88	.....	1,345
1946.....	119	145	41	174	346	132	22	237	53	.....	99	.....	1,378
1947.....	117	192	30	190	265	170	40	289	57	.....	110	.....	1,476
1948.....	94	171	30	194	268	152	45	248	45	.....	106	.....	1,387
1949 ¹	118	141	33	184	244	148	42	254	43	.....	130	.....	1,344

¹ Preliminary figures.

TABLE II-4.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1949, BY MONTHS AND INDUSTRIES

Industry	Month												Total, 1949 ⁽¹⁾	Per Cent of Total	Total, 1948 ⁽²⁾	Per Cent of Total	Number Employed, Latest Census
	January	February	March	April	May	June	July	August	September	October	November	December					
Agriculture		4	5	14	8	9	16	19	15	14	10	4	118	8.8	94	6.8	1,081,994 ³
Logging	5	7	13	6	13	19	11	12	11	18	15	11	141	10.5	171	12.3	93,850 ³
Fishing and Trapping	1	4	2	2	2	2	1	1	9	1	8	2	33	2.5	30	2.2	73,514 ⁴
Mining, Non-Ferrous Smelting and Quarrying	14	17	17	12	13	14	18	15	18	19	14	13	184	13.7	194	14.0	104,519 ⁵
Metaliferous mining.....	10	12	10	9	8	11	11	8	7	10	8	7	111	8.3	126	9.1	56,783
Coal mining.....	2	5	6	2	3	3	4	5	3	5	3	5	46	3.4	46	3.3	25,307
Non-metallic mineral mining and quarrying, n.e.s.	2	5	1	1	2	3	3	2	2	4	3	1	27	2.0	22	1.6	9,593
Structural materials.....																	12,836
Manufacturing	23	13	22	12	23	23	14	21	24	25	27	17	244	18.2	268	19.3	1,131,750 ⁶
Vegetable foods, drink and tobacco.....	5	1	1	1	2	1	2	4	3	4		3	27	2.0	18	1.3	120,815
Animal foods.....													12	0.9	11	0.8	58,929
Textiles and clothing.....	1		4	1	2	2	2	2	1				6	0.4	6	0.4	176,065
Leather, fur and products.....				2	1	1											43,177
Rubber products.....	1												1	0.1	1	0.1	23,475
Saw and planing mill products.....	3	2	6	2	3	3	1	4	4				25	1.9	64	4.6	71,299
Wood products.....	1					4				1	4	3	14	1.1	8	0.6	50,565
Pulp, paper and paper products.....	2	3	1	1	3	3	2	2	2	4	3	1	27	2.0	31	2.2	72,947
Printing and publishing.....	1								2	1			6	0.4	1	0.1	51,832
Iron, steel and products.....	7	4	2	3	7	7	5	7	6	7	13	6	74	5.5	76	5.4	242,363
Non-ferrous metal products.....	1	1	2	4		2	5	3	5	3	3	3	19	1.4	12	0.9	96,080
Non-metallic mineral products.....	1	1				4	5	3	3				17	1.3	25	1.8	39,212
Chemical and allied products.....			1	2	1	2			1	2	2		8	0.6	7	0.5	38,491
Shipbuilding.....						2							5	0.4	4	0.3	22,926
Miscellaneous products.....			1								1	1	3	0.2	3	0.2	23,574
Construction	8	5	10	13	15	22	17	15	12	19	4	148	11.0	152	13.1	284,000 ⁷	
Buildings and structures.....	5	5	4	6	5	7	12	6	3	4	9	1	67	5.0	111	8.0	
Railway.....																	
Highway and bridge.....		1	1	3	4	3	1	2	1	1	3	1	18	1.3	20	1.4	
Miscellaneous.....	3	2	1	1	4	5	9	9	11	7	2	63	4.7	51	3.7		
Electricity, Gas, and Water Production and Supply	1	1	1	2	2	5	9	9	4	2	5	2	42	3.1	45	3.2	26,704 ⁸

Transportation and Public Utilities...																17-9	
Steam railways.....	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	248	18-9
Street and electric railways.....	5	7	7	3	10	11	11	11	11	11	11	11	11	11	11	129	8-4
Water transportation.....	1															4	0-3
Air transportation.....			3	1	4	2	1	1	1	1	1	1	1	1	1	32	2-4
Local and highway transportation.....	2	1	3	1	1	1	1	1	1	1	1	1	1	1	1	59	0-3
Storage.....	6	8	5	3	2	5	7	12	9	4	8	12	83	6-2	43	43	0-8
Telegraphs and telephones.....	1			3									6	0-4	2	7	0-1
Express.....						1	1						5	0-4			0-5
Unclassified.....																	8,535 ⁶
Trade.....	3	2	2	6	3	6	5	1	6	1	4	4	42	3-1	45	45	3-3
Wholesale.....	1			3	1	3	2		5	1	3	3	22	1-6	18	18	1-3
Retail.....	2	2	2	3	2	3	3	1	1		1	1	21	1-5	27	27	2-0
Finance.....						1		1					2	0-1	3	3	0-2
Service.....	5	6	8	5	7	17	11	18	6	21	10	16	130	9-7	106	106	7-6
Public Administration.....	4	3	6	4	3	11	9	16	4	14	5	9	88	6-6	79	79	5-7
Recreational.....						1				2	2	2	7	0-5	2	2	0-1
Laundry, dyeing and cleaning.....																	0-1
Personal, domestic and business.....	2					3	3	2	1	2	5	3	26	1-9	20	20	1-5
Professional establishments.....	1	1	2	1	1	2	1	1					9	0-7	3	3	0-2
Unclassified.....						1		1					5	0-4	1	1	0-1
Total.....	76	78	90	82	99	131	128	145	139	131	136	109	1,344	100	1,387	1,387	100-0

(1) Preliminary figures. (2) Revised figures. (3) Decennial Census, 1941. (4) Fishermen only; Annual Census of Industry, 1946. (5) Annual Census of Industry, 1947. (6) Annual Census of Industry, 1948.

**TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA,
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Province	Medical aid only ¹	Temporary disability	Permanent disability	Fatal	Total
1939					
Nova Scotia.....	3,482	7,715	582	44	11,823
New Brunswick.....	2,577	5,264	263	22	8,126
Quebec.....					53,651
Ontario.....	30,672	21,203	1,020	215	53,110
Manitoba.....	5,128	4,044	196	33	9,401
Saskatchewan.....	2,466	2,670	107	17	5,260
Alberta.....	5,211	6,483	101	37	11,832
British Columbia.....	11,994	14,915	735	132	27,776
Total.....					180,979
1943					
Nova Scotia.....	7,459	8,756	616	100	16,931
New Brunswick.....	3,926	7,175	225	29	11,355
Quebec.....					90,564
Ontario.....	72,532	46,670	1,692	343	121,237
Manitoba.....	7,287	6,369	244	48	13,948
Saskatchewan.....	3,162	3,615	121	23	6,921
Alberta.....	9,035	10,176	141	78	19,700
British Columbia.....	34,919	32,521	979	216	68,635
Total.....					349,291
1944					
Nova Scotia.....	7,558	8,561	543	63	16,725
New Brunswick.....	3,933	7,201	206	25	11,365
Quebec.....					84,308
Ontario.....	66,819	40,191	2,210	286	109,506
Manitoba.....	7,182	6,163	251	34	13,630
Saskatchewan.....	3,010	3,626	122	26	6,784
Alberta.....	9,353	9,379	506	48	19,286
British Columbia.....	27,757	31,504	1,057	145	60,463
Total.....					322,067
1945					
Nova Scotia.....	6,748	9,219	515	55	16,537
New Brunswick.....	3,309	7,652	200	32	11,193
Quebec.....					82,724
Ontario.....	61,298	39,741	2,321	333	103,693
Manitoba.....	7,277	5,885	284	31	13,477
Saskatchewan.....	3,069	4,305	123	12	7,509
Alberta.....	6,171	12,546	363	74	19,154
British Columbia.....	25,718	28,871	1,128	137	55,854
Total.....					310,141
1946					
Nova Scotia.....	6,623	10,361	469	57	17,507
New Brunswick.....	4,824	8,183	237	31	13,275
Quebec.....					90,900
Ontario.....	76,411	43,426	2,440	246	122,523
Manitoba.....	8,021	6,461	279	34	14,795
Saskatchewan.....	4,167	5,160	161	21	9,509
Alberta.....	9,467	13,186	351	64	23,068
British Columbia.....	29,387	29,279	1,113	168	59,947
Total.....					351,524
1947					
Nova Scotia.....	7,491	8,501	409	44	16,445
New Brunswick.....	5,663	8,746	247	37	14,693
Quebec.....					96,135
Ontario.....	77,283	38,744	1,006	159	117,192
Manitoba.....	8,936	6,482	299	29	15,746
Saskatchewan.....	4,658	5,331	142	21	10,152
Alberta.....	11,951	13,362	464	87	25,864
British Columbia.....	40,556	33,083	1,203	176	75,018
Total.....					371,245

**TABLE H-5—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA,
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS—Concluded**

Province	Medical aid only ¹	Temporary disability	Permanent disability	Fatal	Total
1948					
Nova Scotia.....	7,952	9,039	474	54	17,519
New Brunswick.....	6,351	8,512	223	29	15,115
Quebec.....					93,028
Ontario.....	109,904	49,390	2,199	240	161,733
Manitoba.....	10,019	6,414	320	30	16,753
Saskatchewan.....	5,082	5,386	142	17	10,627
Alberta.....	15,374	12,560	522	101	28,557
British Columbia.....	41,311	31,269	1,261	223	74,064
Total.....					417,396
1949 ²					
Newfoundland ⁽³⁾		10	15	10	35
Prince Edward Island ⁽⁴⁾	101	112	3		216
Nova Scotia.....	7,979	8,447	101	44	16,571
New Brunswick.....				34	13,523
Quebec.....					85,040
Ontario.....	117,239	47,400	1,740	283	166,632
Manitoba.....	10,308	6,599	329	30	17,266
Saskatchewan.....	5,734	6,284	159	24	12,201
Alberta.....	18,236	13,500	550	110	32,396
British Columbia.....	40,609	27,049	1,416	178	69,252
Total.....					413,132

(¹) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces. (²) Preliminary figures. (³) For the period April 1 to December 31, 1949. (⁴) For the period July 1 to December 31, 1949.

FUNCTIONS OF THE DEPARTMENT OF LABOUR

The Department of Labour of Canada has functioned for almost fifty years as the agency of the Federal Government charged with the administration of labour legislation. During the war the Department's activities were widely expanded. The functions of the principal branches of the Department and agencies associated with it are—

Industrial Relations.—This Branch of the Department is charged with the administration of (1) The Industrial Relations and Disputes Investigation Act providing for appointment of Conciliation Officers, Conciliation Boards and Industrial Inquiry Commissions by the Minister of Labour; (2) The Conciliation and Labour Act, empowering the Minister to inquire into the causes and circumstances of disputes and take measures toward their settlement; and (3) The Fair Wages and Hours of Labour Act, 1935, governing the application of minimum and prevailing rates of pay to all employees of Government contractors and subcontractors. The Branch also makes recommendations concerning the wage rates of prevailing rates employees of the Dominion Government.

This Branch has also assumed from the Industrial Production Co-operation Board the responsibility of developing closer co-operation between labour and management through the establishment of joint production committees and by the dissemination of informational material in visual and printed form.

In addition, the Industrial Relations Branch supplies the offices and staff employed by the Canada Labour Relations Board in administering the Industrial Relations and Disputes Investigation Act with respect to the functions described below.

The office of the Director of Industrial Relations is located in Ottawa and Branch Offices and staff are located at Vancouver, Winnipeg, Toronto, Montreal, Fredericton and St. John's, Newfoundland. Labour-Management Co-operation offices and staff are located at Vancouver, B.C., Winnipeg, Man., Hamilton, London, Windsor, St. Catharines, Kitchener, Toronto, Ont., Montreal, Three Rivers, Que., and Fredericton, N.B.

Canada Labour Relations Board.—The Board, upon which labour and management are represented equally, administers the provisions of the Industrial Relations and Disputes Investigation Act concerning certification of bargaining representatives, establishment of procedures for the final settlement of disputes concerning the meaning or violation of collective agreements, and complaints that there has been a failure to bargain collectively under the Act.

Economics and Research.—The collection, compilation and publication of statistics of employment, wages, hours, strikes and lockouts, industrial accidents, collective agreements, and labour organization; the conduct of investigational and research work bearing on industrial relations and labour conditions; the publication of bulletins of information on these subjects.

Labour Gazette.—The monthly publication of the LABOUR GAZETTE provides a review of the labour-industrial situation throughout Canada.

Legislation.—Analysis and publication of information concerning all aspects of labour laws in Canada and abroad.

Canadian Vocational Training.—The types of training carried on under Dominion-Provincial co-operation include: training of apprentices; retraining of workers released from employment; training of foremen and supervisors; training of young people and assistance to students.

Dominion Government Annuities.—The administration of the Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members or by employers on behalf of their employees.

Unemployment Insurance Commission.—The Commission administers the Unemployment Insurance Act, 1940, which provides for a national unemployment insurance system and employment service.

National Employment Service.—Authorized by the Unemployment Insurance Act, 1940, and operated by the Unemployment Insurance Commission, under the direction of the Minister of Labour.

Bureau of Technical Personnel.—The bureau organizes the placement of scientific and technical engineering personnel for industries and the government service.

Library.—The maintenance of a library of publications on labour and economic subjects.

International Labour Organization.—The collection and transmission of information in connection with the work of the International Labour Conference and Office, including related correspondence with Federal and Provincial Government Departments and with organizations of employers and employees.

THE NATIONAL EMPLOYMENT SERVICE

PROVIDES FREE SERVICE TO BOTH EMPLOYERS
AND EMPLOYEES THROUGHOUT CANADA

Authorized by the Unemployment Insurance Act, 1940, and operated by the
Unemployment Insurance Commission, under the direction of the Minister of Labour.

Local Employment Offices are operated at the following points:—

NEWFOUNDLAND

Corner Brook
Grand Falls
St. John's

PRINCE EDWARD ISLAND

Charlottetown
Summerside

NOVA SCOTIA

Amherst
Bridgewater
Dartmouth
Glace Bay
Halifax
Inverness
Kentville
Liverpool
New Glasgow
New Waterford
North Sydney
Pictou
Springhill
Sydney
Sydney Mines
Truro
Yarmouth

NEW BRUNSWICK

Bathurst
Campbellton
Chatham
Edmundston
Fredericton
Minto
*Moncton
Newcastle
Sackville
Shediac
Saint John
St. Stephen
Sussex
Woodstock

QUEBEC

Arvida
Asbestos
Beauharnois
Buckingham
Causapsal
Chandler
Chicoutimi
Coaticook
Dolbeau
Drummondville
East Angus
Farnham
Granby
†Grindstone
(Magdalen Islands)

QUEBEC—con.

Hull
Joliette
Jonquière
Lachine
Lachute
La Malbaie
La Tuque
Lévis
Longueuil
Louiseville
Magog
Matane
Mégantic
Mont Laurier
Montmagny
Montmorency
*Montreal
Plessisville
Pointe-aux-Trembles
Port Alfred
Quebec
Richmond
Rimouski
Rivière du Loup
Rouyn
Ste. Agathe
Ste. Anne de Bellevue
St. Georges de Beauce
St. Hyacinthe
St. Jean
St. Jérôme
St. Joseph d'Alma
Ste. Thérèse
Shawinigan Falls
Sherbrooke
Sorel
Thetford Mines
Three Rivers
Val d'Or
Valleyfield
Verdun
Victoriaville

ONTARIO

Arnprior
Barrie
Belleville
Bracebridge
Brampton
Brantford
Brookville
Carleton Place
Chatham
Cobourg
Collingwood
Cornwall
Dunnville
Fort Frances
Fort William
Galt
Gananoque
Goderich
Guelph

ONTARIO—con.

Hamilton
Hawkesbury
Ingersoll
Kapuskasing
Kenora
Kingston
Kirkland Lake
Kitchener
Leamington
Lindsay
Listowel
London
Midland
Napanee
Newmarket
New Toronto
Niagara Falls
North Bay
Orillia
Oshawa
Ottawa
Owen Sound
Parry Sound
Pembroke
Perth
Peterborough
Pictou
Port Arthur
Port Colborne
Port Hope
Prescott
Renfrew
St. Catharines
St. Thomas
Sarnia
Sault Ste. Marie
Simcoe
Smiths Falls
Stratford
Sturgeon Falls
Sudbury
Tillsonburg
Timmins
*Toronto
Trenton
Walkerton
Wallaceburg
Welland
Weston
West Toronto
Windsor
Woodstock

MANITOBA

Brandon
Dauphin
Flin Flon
Portage la Prairie
St. Boniface
Selkirk
The Pas
*Winnipeg

SASKATCHEWAN

Estevan
Moose Jaw
North Battleford
Prince Albert
Regina
Saskatoon
Swift Current
Weyburn
Yorkton

ALBERTA

Blairmore
Calgary
Drumheller
Edmonton
Edson
Lethbridge
Medicine Hat
Red Deer

BRITISH COLUMBIA

Chilliwack
Courtenay
Cranbrook
Dawson Creek
Duncan
Kamloops
Kelowna
Nanaimo
Nelson
New Westminster
North Vancouver
Penticton
Port Alberni
Prince George
Prince Rupert
Princeton
Trail
*Vancouver
Vernon
Victoria

YUKON TERRITORY

†Dawson City
Whitehorse
(Administered from
Vancouver Regional
Office)

N. W. TERRITORIES

**Yellowknife

* Both Regional and Local Offices at these centres.

† Agency established at these centres.

** Grade One Office under supervision of Regional Office at Winnipeg.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from the Circulation Manager, Department of Labour, Ottawa

Annual Report of the Department of Labour
An outline of the Activities of the Department during the fiscal year ended March 31, 1949.
PRICE, 25 cents.

Labour Organization in Canada—
Reports published annually, 1948 report, 25 cents.

Organization in Industry, Commerce and the Professions in Canada—
Thirteenth Report, 1947. PRICE, 50 cents.

Labour Legislation as Existing in Canada on December 31, 1937—
Contains text of Dominion and Provincial labour laws, PRICE, \$1.
Supplements for the years 1938, 1939, 1940, 1941-42, 1943, 1944, 1945, 1946. PRICE, 25 cents each.

Wage Rates in Canada—
Report No. 31 on Wages and Hours of Labour in Canada, 1948.
Wages and Hours in the Primary Textiles Industry in Canada, 1948.
FREE ON APPLICATION.

Strikes and Lockouts in Canada and Other Countries, 1948—
FREE ON APPLICATION.

Collective Agreement Studies—
Reprinted from the LABOUR GAZETTE.
No. 9—Numbers of Workers Affected by Collective Agreements in Canada, 1948, by Industry.
FREE ON APPLICATION

Seasonal Variations of Employment in Canada—
Reprinted from the LABOUR GAZETTE.
FREE ON APPLICATION.

Studies on Particular Industries:
No. 1—Automobiles and Parts Industry, 1947.
No. 2—Agricultural Implements Industry, 1948.
No. 3—Meat Products Industry, 1948.
Reprinted from the LABOUR GAZETTE.
FREE ON APPLICATION.

Working Conditions in Canadian Manufacturing Industries, 1947—
Vacations with Pay, Statutory Holidays.
The Work Week.
Reprinted from the LABOUR GAZETTE.
FREE ON APPLICATION.

Recommended Practice of Industrial Lighting, 1944—
PRICE, 25 cents.

International Labour Organization—
Reports on annual sessions of International Labour Conference.
Thirty-first Session, San Francisco, 1948.
FREE ON APPLICATION.

Occupational Monographs—
Careers in Natural Science and Engineering.
Carpenters.
Bricklayers and Stone Masons.
Plasterers.
Painters.

Memorandum on Electric Arc Welding, 1946—
FREE ON APPLICATION.

"2 Minutes of Employment Facts"—
Published semi-monthly.
FREE ON APPLICATION.

Safety In Building—
International Labour Convention and Recommendations of 1937, August, 1946. PRICE 10 cents.

The Employment of Children and Young Persons in Canada—
(December, 1930). PRICE, 25 cents.

Labour and Industry in Newfoundland—
Reprinted from the LABOUR GAZETTE
FREE ON APPLICATION.

Dominion Government Annuities—
Descriptive Booklet, Tables of Rates, Annual Report, etc.
FREE ON APPLICATION.

Report of Judicial Proceedings respecting Constitutional Validity of the Industrial Disputes Investigation Act—
PRICE, 50 cents.

Proceedings of National Joint Conference of the Construction Industry of Canada
February, 1946. Reprinted from the LABOUR GAZETTE.
FREE ON APPLICATION.

Reports on Labour-Management Production Committees—
Industrial Democracy at Work.
The Story of Five L.M.P.C.'s.
Partners in Production—Vols. 1 and 2.
Handbook on Suggestion Plans.
Teamwork in Action.
Pattern for Production.
A Stitch in Time.
Joint Consultation in Service Industries.
Making the Most of Your L.M.P.C.
The Foreman and the L.M.P.C.
Teamwork in Industry. (Published monthly)
FREE ON APPLICATION.

Bulletins of Industrial Relations Series—
No. 1—Joint Councils in Industry.
No. 3—Joint Conference of the Building and Construction Industries in Canada, held at Ottawa, May 3-6, 1921.
No. 5—Canada and the International Labour Conference.
No. 8—National Conference regarding Winter Employment in Canada, Sept. 3-4, 1924—Report of Proceedings and Discussions.
Nos. 9, 10, 12-16—Canadian Railway Board of Adjustment No. 1—Reports of Proceedings of Board covering three-year periods from 1923 to 1945.
PRICE, 10 cents each.

Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work Minimum Wages, Weekly Rest-Day and Workmen's Compensation—
September, 1949 (Mimeographed.)
FREE ON APPLICATION.

Workmen's Compensation in Canada—
A comparison of provincial laws, November, 1949 (Mimeographed). FREE ON APPLICATION.

International Labour Conventions and Canadian Legislation Concerning Young Persons—
Part 1, July, 1947, Parts 2 and 3, February, 1948 (Mimeographed.) FREE ON APPLICATION.



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 Sometimes I'd dream of the day when I'd have time and leisure to
 do all the things I wanted to do, but I had to admit I wasn't doing
 anything about it except dream. I never seemed to be able to put
 anything aside.
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